

ESSU Safeguarding Children Policy

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1. Introduction

The English Smallbore Shooting Union (ESSU) is the Governing Body responsible for selecting teams to represent England in the disciplines of small-bore rifle, air rifle, air pistol and 25m/50m pistol shooting, primarily for the Commonwealth Games but also for annual Home Countries International competitions.

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If you need this policy in a different format, please contact:
safeguarding@englandshooting.org.uk

3. Section 1 – Safeguarding Children Policy

1.1 Statutory Guidance

Working Together to Safeguard Children states that safeguarding is everyone's responsibility and outlines the duties of all organisations that work with children.

The Safeguarding Standards issued by the NSPCC Sport are based on these duties. While the Working Together guidance is specific to England, the principles are reflected by guidance and standards across all UK nations.

1.2 Our Position Statement

The ESSU acknowledges its duty of care to safeguard and promote the welfare of children and young people, hereafter referred to as "children" or "child". The ESSU is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance, best practice and relevant requirements.

Our policy is built upon our values:

- **P**eople are at the heart of what we do as an organization.
- **R**espect, have consideration for oneself, others, and the wider environment. It includes respecting the rules of sport and the officials who uphold them.
- **I**nspiration being a positive role model – someone using their achievements to lead the way for others.
- **D**etermination in us all pushing themselves to the limit to achieve what we set out to do.
- **E**quality in how we recognise that people have equal worth, whatever their differences and take positive action to overcome prejudice and discrimination.

The ESSU is committed to ensuring that children are safe when participating in ESSU events and development training programmes. The ESSU also works closely with its fellow Home Nations to promote best practice at all levels.

The welfare and interests of children are paramount in all circumstances. This policy aims to ensure that all children have a positive and enjoyable experience of shooting in a safe, child-centred environment and are protected from abuse while participating in shooting or outside of the activity.

The ESSU acknowledges that some children, including high-performing or elite-level young people, disabled children and children from ethnic minority groups, may be particularly vulnerable to abuse. We accept responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy and procedures, the ESSU will:

- Promote and prioritise the safety and wellbeing of children and young people.
- Appoint a nominated safeguarding lead and deputy.
- Make sure children, young people and parents know where to go for help if they have a concern.
- Ensure everyone in the organisation understands their safeguarding roles and responsibilities.
- Provide appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns.
- Ensure appropriate action is taken following incidents or concerns of abuse.
- Support individuals who raise or disclose concerns.
- Maintain confidential, detailed and accurate records of all safeguarding concerns and store them securely.
- Prevent the employment or deployment of unsuitable individuals through safe recruitment and selection.
- Develop and implement an effective online safety policy and related procedures.
- Ensure robust safeguarding arrangements and procedures are in operation.

1.3 Application of the ESSU Safeguarding Policy

All ESSU members and volunteers supporting ESSU events and programmes are required to follow this Safeguarding Policy. We all have a moral and legal duty to safeguard children in our care. A child is defined as a person under the age of 18 under the Children Act 1989.

Everyone who comes into contact with under-18s has a role to play in safeguarding. This policy and the related procedures will be widely promoted and are mandatory for everyone involved in the ESSU.

Failure to comply with this policy and related procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

This safeguarding policy and related procedures should be read alongside the following policies and procedures:

- Code of Conduct
- Bullying and Harassment
- Equality
- Complaints Policy
- Safeguarding Adults Policy and procedures

Individuals who do not participate in ESSU events or programmes should refer to the safeguarding policy of their appropriate member body.

1.4 Mandatory Certification and Training

All ESSU volunteers who come into contact with U18s and/or vulnerable adults through organised ESSU activities such as training camps, competitions etc must register their mandatory certification and training with the ESSU Secretary BEFORE conducting or taking part in any such activities:

- DBS (Enhanced) Check (every three years).
- Safeguarding training (through the Ann Craft Trust or NSPCC Sport or a similar provider), to be refreshed annually.
- Consider your own personal insurance.
- *If applicable* an in date NSRA or ISSF Coaching qualification.
- *If applicable* an in date ISSF Judges qualification.

Safeguarding Governance Structure

Group	Purpose	Key responsibilities
ESSU Safeguarding Team	Represents all ESSU led activity when members are active in training or competition.	Lead safeguarding approach, provide a point of contact, coordinate policies and resources, advise on training, maintain safeguarding implementation plans, and act as the initial point of contact for concerns and disclosures.
ESSU Case Management Group	Appointed by the ESSU Chair with support as required from the Safeguarding Team.	Assess cases, agree immediate responses, identify case routes, decide case handling level, consider temporary or interim suspension, review progress and communicate learning from cases.

ESSU Safeguarding Team Responsibilities

- Create a positive, child-centred environment within the sport.
- Ensure the safety and wellbeing of children is central to the ESSU values.
- Lead the development of the organisation's approach to safeguarding children.
- Provide a central point of contact for internal and external individuals and agencies.
- Represent the organisation at external safeguarding meetings.
- Coordinate dissemination of safeguarding policy, procedures and resources.
- Advise on training needs and training strategy.
- Provide training where appropriate.
- Maintain and review the safeguarding implementation plan.
- Ensure safeguarding standards are met and maintained.
- Provide the initial point of contact for raising concerns and reporting disclosures.

ESSU Case Management Group Responsibilities

- Ratify actions already taken by the Safeguarding Lead.
- Initially assess and agree the immediate response.
- Identify the appropriate route for the case.
- Decide the level at which the organisation will deal with the concern.
- Consider the need for a temporary or interim suspension order.
- Review case progress.
- Identify and communicate learning from cases.

1.5 Monitoring

This policy will be reviewed every three years, or sooner in the following circumstances:

- Changes in legislation and/or government guidance.
- When required by UK Sport, Sport England or British Shooting.
- Following any other significant change or event.

1.6 Useful Information and Contact Details

Anyone who is concerned about the wellbeing of a child, or who receives a disclosure of abuse or neglect, must report it.

Organisational Shooting Key Contacts

Organisation / role	Contact details
ESSU Safeguarding Lead	Gail Rees, Tel 07796 171808, Email safeguarding@englandshooting.org.uk
ESSU Deputy Safeguarding Lead	Craig Dower, Tel 07456 592993, Email: safeguarding@englandshooting.org.uk
British Shooting Safeguarding Lead	Deborah Hollingsworth, Tel: 01628 488 800 Email: safeguarding@britishshooting.org.uk

National Contacts for Safeguarding

Service	Support offered	Contact details
Childline	Support for children and young people under 19. Open 24 hours a day, every day.	0800 1111
NSPCC Helpline	Help, advice and support if you are worried about a child.	0808 800 5000; help@nspcc.org.uk ; www.nspcc.org.uk
Police	Immediate danger or emergency.	Call the police if a child is in immediate danger.
Family Lives	Bullying in sport support.	0808 800 2222
Stop It Now	Support for anyone concerned about child sexual abuse and prevention.	0808 1000 900

Kidscape	Help line for adults concerned about bullying.	08451 205 204
Young Minds	Young people's mental health support.	Text "shout" to 85258
The Samaritans	Emotional support.	08457 909 090