

DEFINITIONS OF POOR PRACTICE

GUIDELINES FOR IDENTIFYING POOR PRACTICE

Poor practice can occur in a range of areas across club activity, below are the main areas where poor practice can occur and examples of what it can look like.

BREACHES OF THE WELLBEING & PROTECTION POLICY AND PROCEDURES EXAMPLES INCLUDE:

- No Wellbeing & Protection Officer within a club/organisation/affiliated body
- Inadequate safeguarding arrangements
- Providing inadequate supervision and/or care
- Failure to respond appropriately to concerns
- Excluding someone from the club who raises a concern
- Excluding parents/guardian from observing or asking questions about training
- Inappropriate use of photographic equipment or materials

BREACHES OF RECOGNISED BEST PRACTICE IN COACHING EXAMPLES INCLUDE:

- Providing coaching or running a session without another responsible adult present/failing to meet adult to child ratios
- Exceeding level of competence and/or qualification
- Employing practices that are inappropriate for the age and stage of development of the individual
- Excessive training or competition
- Condoning or encouraging cheating and rule breaking
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PRACTICES THAT MAY BE CARRIED OUT WITH THE BEST INTENTIONS BUT FALL INTO A CATEGORY OF BEHAVIOURS THAT ARE USED BY PEOPLE WHO “GROOM” AND SEXUALLY ABUSE EXAMPLES INCLUDE:

- Offering to give lifts home alone, particularly to children or where there is a big age or authority gap between adults
- Giving gifts, when this is not the norm in the club/environment or they are only given to a select few/person
- Having unnecessary physical contact e.g. excessive handling/supporting, cuddling, kissing, ‘friendly’ taps etc.
- Socialising/having friendships with young people outside training

PRACTICES THAT ARE KNOWN TO BE SIGNIFICANT RISK FACTORS IN CASES OF GROOMING AND ABUSE AND CAN NEVER BE CONDONED EXAMPLES INCLUDE:

- Spending excessive amounts of time alone with or taking children or adults to your home or other secluded place unaccompanied by others
- Engaging in rough, physical or sexually provocative games
- Sharing a room with a child OR where there is a big age or authority gap between adults
- Allowing or engaging in any form of inappropriate touching
- Making sexually suggestive remarks
- Reducing a person to tears as a form of control
- Allowing the use of inappropriate language unchallenged
- Allowing allegations to go unchallenged, unrecorded, or failing to act upon any allegations
- Carrying out personal care for a child or adult that they can do unaided
- Departing from the premises without first supervising the safe dispersal of the children or vulnerable adults
- Abusing a privileged position of power or trust
- Resorting to bullying tactics or verbal abuse
- Causing a participant to lose self-esteem by embarrassing, humiliating or undermining the individual

It is essential that everyone challenges poor practice, even where there is a belief that the motives of an individual are well meaning. Failure to challenge poor practice can lead to an environment where abuse is more likely to happen.

The majority of cases of poor practice are addressed internally by a club level process. Guidance on how to do this can be found in Appendix 22 – RESPECT Guidelines for Managing Complaints, this process can be used by clubs to address Poor Practice. It is important that the club record and report cases of poor practice and the outcome of club process to Netball Scotland. Depending on how a club level process has been concluded there may be a need to refer the individual on to Netball Scotland Wellbeing and Protection Panel or for the club to refer the individual to Disclosure Scotland for consideration for listing and barring.