



# Amphill & Flitwick Flyers

## The Protection of Children and Vulnerable Adults

### Policy and Guidance

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## **1. Glossary of Terms**

Child/children	Anyone under the age of eighteen years
Vulnerable Adults	Adults over the age of 18 yrs who are considered as requiring similar consideration to those of children according to their individual level of needs
Coach	Anyone with a Level 1 or above coaching qualification.
AFF	Ampt Hill & Flitwick Flyers Running Club
Self disclosure	Giving information of any previous criminal record
CPP	Child Protection Policy
WO	Welfare Officer
NSPCC	National Society for the Prevention of Cruelty to Children
ChildLine	Confidential phone line for children needing help/advice

## **2. Introduction to the Policy**

### **2.1 Adoption**

This Policy was adopted by Ampthill & Flitwick Flyers on 2008.

### **2.2 Aims**

The aims of this document are to:

- Increase awareness of child protection issues
- Provide a safe and child friendly environment for the effective delivery of sporting activity
- Help members and particularly coaches to feel sufficiently informed and aware of possible abuse, and to enable them to act on any suspicions.

By following these procedures, members and particularly coaches should then be able to deal competently, and confidently, with suspected abuse. The policy contains guidance on the principles of good practice with regard to the conduct and behavior of employees whilst children are in their care. The policy also contains guidance on what constitutes poor practice by coaches. The terms 'young person' and 'child(ren)' referenced within this document also refer to persons with disabilities and vulnerable adults.

### **2.3 Who should follow this policy?**

This Policy is mandatory for all coaches at Ampthill & Flitwick Flyers.

## **3. Policy Statements**

### **Ampthill & Flitwick Flyers Statement**

AFF is committed to the safety of all children and vulnerable adults and will operate in ways, which promote good practice at all times. Every coach has a moral and legal responsibility to protect the rights of children and vulnerable adults, and safeguard their physical and psychological well-being.

**We (AFF) consider:**

- The welfare of children and vulnerable adults is paramount and they have an equal right to protection from abuse whatever their age, culture, ability or disability, gender, language, racial origin, religious beliefs or sexual identity.
- Everyone has the right to be safe and to be treated with dignity and respect.
- All coaches will undergo a selection process which includes self-disclosure and criminal records check - Enhanced Criminal Records Bureau (CRB) clearance where appropriate.
- All coaches will be informed of their responsibilities and will be issued with a Code of Conduct.
- Coaches will be aware of their responsibilities regarding the welfare of children, and the need to protect themselves from allegations of abuse or poor practice.
- All coaches will undergo training to help promote good practice.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All coaches have a duty and responsibility to record and report concerns to the appropriate officer (**see Appendix B page 20**).
- All coaches will be able to respond to any allegations made against them.

#### **4. Promoting Good Practice**

Child abuse, particularly sexual abuse, can arouse strong emotions in people. It is important to understand these feelings, and not allow them to interfere with any judgement about the right action to take.

Abuse can occur anywhere, including the home, school and in sport. Some people will actively seek employment or voluntary work with children or vulnerable adults in order to harm them. Abusers can be from any background.

Many employees will have regular contact with children and are an important link in identifying cases where protection is needed. All suspicious cases of poor practice or abuse should be reported following the guidelines in this document (**see Section 7.1, page 14**).

Following disclosure from a child, coaches should have another adult present to help with the recording process, if the child is in agreement. If this is not possible, employees should still complete an Incident Report Form (**Appendix A page 18-19**) and report the situation to the Welfare Officer (WO).

##### **4.1 Good Practice by Coaches**

###### **Coaches should:**

- Always put the welfare of the child or vulnerable adult first.
- Treat all children/vulnerable adults equally, with respect and dignity.
- Work openly, avoiding private or unobserved situations.
- Supervise mixed activities with a female and male member of staff present.
- Use as little manual/physical support as necessary; use explanations to guide children as much as possible.
- Gain the consent of the child involved if a child needs help of a personal nature, and also the consent of parents/carers where at all possible (explain what you are doing at all times).
- Not smoke, drink alcohol, or use drugs in the company of children.
- Give enthusiastic and constructive feedback rather than negative criticism.

- Recognise the developmental needs of children and vulnerable adults.
- Ensure children's activities are appropriate for their age, maturity, ability and experience.
- Be aware of any medical condition or existing injuries that may affect children in your care.
- Keep a written record of any injury, along with details of any treatment given.
- Work at all times observing the Safe Supervision and Risk Assessment Guidelines.

## **4.2 Incidents involving coaches**

If any of the following incidents occur, they **must** be reported immediately to the line manager responsible for the activity/facility and a record of the incident should be completed in writing.

- A coach accidentally hurts a child.
- A child seems distressed in any manner.
- A child appears to be sexually aroused by your actions.
- A child misunderstands or misinterprets something a coach has done.

In most instances the parents/ carers of the child should also be informed. However, where it is suspected that the incident relates to a child protection issue, reference **must** be made to the coach in charge and the WO before any action is taken.

### 4.3 Photography

Some people may use sporting events as an opportunity to take inappropriate photographs or video footage of children. In general, photography at training sessions is not allowed. Where it is needed for promotional or teaching purposes, parental permission must be sought in advance by the coach in charge of each session/activity.

**Sessions or activities:** If coaches have any concerns about inappropriate photography during sessions or activities, they should contact the coach in charge of the session activity, who will contact the WO.

**Events:** Photography by spectators at events will be governed by the accreditation procedure in **Appendix F page 24-25**. If coaches have any concerns about inappropriate photography at events, they should contact the event organiser who will contact the WO.

## **5. Recognition of Poor Practice, Abuse and Bullying**

Coaches are not expected to be experts in child abuse, and it can be very difficult to recognise. But coaches do have a responsibility to act if they have any concerns at all about the behaviour of someone (adult or child) towards children, or if a child tells a coach about possible abuse. Coaches should use the guidelines in this policy to take immediate and appropriate action (**Appendix C page 21**). It is also important to understand that allegations may also be made some time after the event - you should still record and refer.

### **5.1 What is Poor Practice?**

Coaches should follow the Code of Conduct when dealing with children. Anyone not following these guidelines would be guilty of poor practice. Coaches should not behave in the ways described below, or let anyone else behave in this way without challenging them.

#### **Coaches should never:**

- Ridicule, make fun of, or demean a child.
- Engage in rough, physical or sexually provocative games, including horseplay.
- Allow or engage in inappropriate touching in any form.
- Allow children to use inappropriate language unchallenged.
- Make sexually suggestive comments to a child, even in fun.
- Allow allegations a child makes to go unrecorded or not acted upon.
- Do things of a personal nature that children or vulnerable adults can do for themselves.
- Leave children in an organised activity alone.
- Spend time alone with one child, away from others.
- Abuse their position of trust by engaging in sexual activity with a child.

## **5.2 Poor Practice by a coach**

Where a coach of AAF is suspected of poor practice, this **must** be reported immediately to the senior coach responsible for the session, who will then contact the WO.

### **The following action will then be taken:**

- Where it is established that there is a case to answer the coach will be dealt by the Sub Committee in Charge of Coaches. If the person involved is senior to you, report directly to the WO.

## **5.3 Suspected Abuse by a coach**

Where it is suspected that a coach of AFF has abused a child, this **must** be reported immediately to the senior coach responsible for the activity/facility, who will then contact the WO.

### **The following action will then be taken:**

- The person will be suspended temporarily pending further inquiries.
- Where it is established that there is a case to answer the coach involved will then be dealt with by the Sub Committee in Charge of Coaches and the WO who will refer the matter to a higher authority if necessary.

## 6. What is Child Abuse?

Child abuse can take many forms and can be broadly separated into five categories.

- Emotional** - The persistent lack of love and affection, being threatened, taunted or criticised
  
- Sexual** - When adults use children or vulnerable adults to meet their own sexual needs, physically, or show children pornographic material
  
- Physical** - Being physically violent to a child, giving children alcohol or drugs, excessive or inappropriate training regimes
  
- Neglect** - Failure to meet a child's basic needs (e.g. food, warm clothing) leaving children alone unsupervised, failure to give love/affection
  
- Bullying** - Deliberate, hurtful behaviour, usually repeated over time. It may be physical, verbal, emotional or sexual and may be committed by another child, or adult.

### 6.1 Effects of Abuse

Abused children can suffer long term damage that may affect them in later life, for example, prostitution, suicide, or abusing other children. There is some evidence that children with disabilities are at increased risk of abuse. Children from ethnic minorities, who also experience racial discrimination, are even more powerless.

## **6.2 Identifying Signs of Abuse**

Situations where abuse or neglect may occur, or where it has already taken place, are often difficult to recognise. Coaches are not expected to be “experts” in this field, but they should know the common signs and indicators that abuse may be taking place (**Refer to section 6.1 page 11 and Appendices D page 22 & E page 23**).

## **6.3 Indications that a Child is Being Abused**

**Indications that a child is being abused include the following:**

- Unexplained, untreated or suspicious injuries (particularly on non-bony areas), such as cigarette burns, scalds, finger/hand marks (**see Appendix D page 22**).
- An injury for which the explanation seems inconsistent.
- Self inflicted injury.
- Sexually explicit behaviour - towards other children or adults.
- A child describes what appears to be an abusive act towards him/her.
- An adult or child expresses concerns about another child’s welfare.
- An unkempt appearance, hunger, or being inappropriately dressed for the weather.
- A noticeable loss of appetite/overeating, or loss of weight.
- Unexplained changes in behaviour, particularly being withdrawn or aggressive.
- Inappropriate sexual awareness.
- Distrust of adults, afraid of going home.
- Difficulty in making friends or socialising with others.
- A child is prevented from socialising with other children.

## 6.4 Identifying Signs of Bullying

Although anyone can be the target of bullying, victims are often shy, sensitive, anxious or insecure. Sometimes they are singled out for physical reasons, (for example, being overweight, small for their age, of a different race, or having a disability). Close supervision of children during activities will help reduce the amount of bullying, but it will still occur outside of organised activities. Take all signs of bullying very seriously.

### **A bully may be:**

- A parent/carer/teacher/coach who pushes too hard.
- A coach/teacher who wants to win "at all costs".
- Another child who intimidates verbally, physically or sexually.
- An official who places undue pressure on a child.

### **Indications that a child is being bullied may include the following:**

- Behavioural changes, reduced concentration, becoming withdrawn.
- Emotionally unsettled, reluctance to go to school or to sports activities.
- Clingy, depressed or tearful.
- A drop in performance or standard of play.
- Physical signs such as stomach ache, headache, sleeping problems, scratching or bruising, damaged clothes, over or under-eating.
- Often short of money, loses possessions frequently.

**If you observe one or more of the indicators in 6.3 or 6.4, it is not proof that abuse is actually taking place. However, proving abuse is taking place is not the responsibility of coaches. Coaches must take action if they have any suspicions at all, or if a child indicates he/she is being abused.**

## **7. Responding to Disclosure, Suspicions or Allegations**

Abuse takes place both inside and outside of sporting activities. Anyone could be an abuser or bully - parent, friend or colleague - and you might find it difficult to believe that anyone you know could be an abuser. It is essential that all coaches remain objective at all times and put aside personal feelings, the safety of the child or vulnerable adult is of paramount importance. If a child chooses to confide in a coach at AFF it is because they consider that person to be someone they can trust or consider a friend. You must act.

**See Appendix C, page 21, for a flow chart summary of the advice given below**

### **7.1 Action to Take**

#### **The person dealing with a disclosure should:**

- React calmly so as not to frighten the child.
- Tell the child he/she was right to tell and is not to blame.
- Take the child seriously.
- Keep questions to a minimum - do not ask leading questions such as "what happened next?"
- Reassure the child, but do not promise to keep the information given a secret.
- Make a full written account on the Incident Report Form of what has been said, heard and seen.
- Try to have another adult witness present - if the child agrees.
- Never confront an alleged abuser, or try to deal with a disclosure on your own.

**The Incident Report Form, Appendix A pages 18 and 19, will guide you through the information needed, and this will include:**

- What the allegation is.
- Description of any injuries.
- The child's account.
- Any witnesses to the incident.
- Relevant times and dates.
- Clarify what is fact, or your opinion.

**You will then:**

- Tell your immediate manager about the incident immediately, they will then contact the CPO.
- Hand in an Incident Report Form within 24 hours.
- Maintain confidentiality and not discuss with colleagues, family or friends.

**CONFIDENTIALITY: remember how important confidentiality is in dealing with suspected child abuse. Do not discuss any incident with anyone, (including other coaches), only those who need to know.**

## **7.2 Reporting Procedures**

- Inform the WO and submit an Incident Report Form to the WO within 24 hours.

**If the WO is not available** contact the duty officer at Social Services, or use the out of hours phone line.

**Emergency Contact Numbers (including the WO) are available in Appendix H, page 30**

### **7.3 Informing Parents/carers**

All coaches have a responsibility to be open when working with children and their parents/carers. Sometimes, it may be helpful to ask parents/carers why there has been a change in a child's behaviour. There may be a reasonable explanation, for example, a family bereavement. However, a child may also be placed at greater risk if concerns are shared with the parents. Where a coach considers a child will be put at risk by discussing an issue with a child's parent/carer then before taking any action refer to your immediate manager straight away, and follow the reporting procedures in **Section 7.2**.

Any criminal record (to include all convictions, cautions and formal warnings)

Whether the applicant is known to any social services department as being an actual or potential risk to children or young people

Any former involvement with the sport

The applicant's consent to abide by this Child Protection Policy and the Code of Conduct and Ethics and that in the result of failing to disclose information or subsequent failure to inform us of any investigation will result in disciplinary action or prosecution.

**All coaches will undergo a CRB check.**

## **8. Recruitment, Selection and Training**

### **8.1 Recruitment and Selection**

All reasonable steps must be taken to ensure that people have the necessary qualifications and experience to work with young people. The procedures should be adopted whether staff are paid or volunteers, full or part time.

#### **Pre-Recruitment Checks**

The following statement should be included on any requests for AFF members to train as coaches:

“The coach must at all times carry out their duties and responsibilities with due regard to the Child Protection Act”.

#### **Coaches/prospective coaches details**

All coaches will complete a form eliciting the following information:

Name, address, phone number

Relevant experience, qualifications and training undertaken

#### **Interview and Induction**

All coaches who will come into contact with children are inducted. This includes:

- Explaining Child Protection procedures and establishing training needs;
- Signing up to AFF Coaches Code of Conduct
- Signing up to the Child Protection Policy;
- A discussion of expectations, roles and responsibilities of the job;

CONFIDENTIAL

Your name	
Your position	
Child's name	
Parents/carers names and address	
Child's date of birth	Race/ethnic origin
Date and time of incident	
Your observations - what you saw	
Exactly what the child said and what you said	

CONFIDENTIAL

Please record any external agencies you have contacted in relation to the incident	
Immediate manager yes/no	If yes, which: Name and contact number: Details of advice received:
Child Protection Officer yes/no	If yes, which: Name and contact number: Details of advice received:
Social Services yes/no	If yes, which: Name and contact number: Details of advice received:
Police yes/no	If yes, which: Name and contact number: Details of advice received:
Other (e.g. NSPCC) yes/no	If yes, which: Name and contact number: Details of advice received:

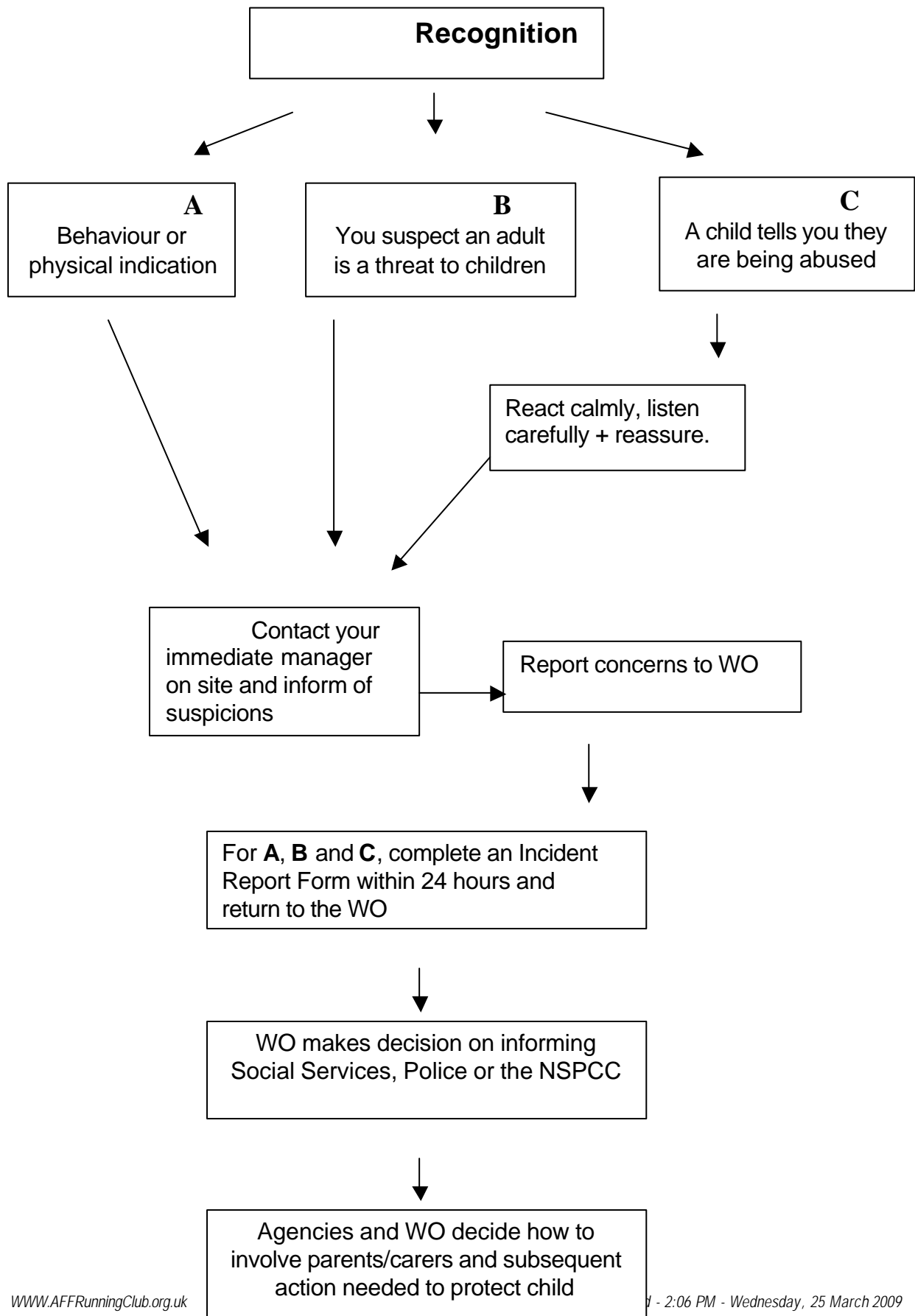
Signature:
Print name
Date

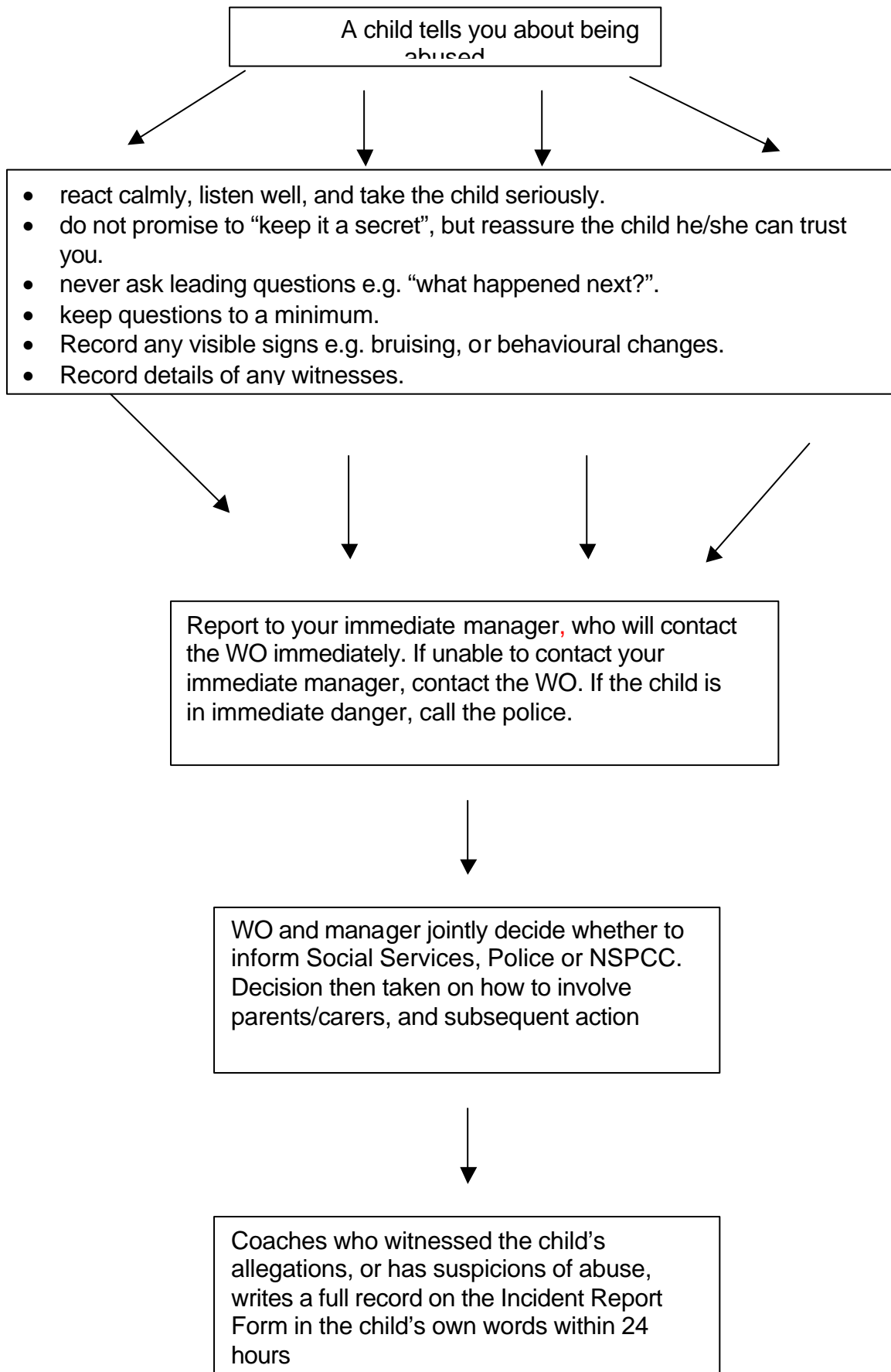
**CONFIDENTIALITY:** Remember to maintain confidentiality. Do not discuss this incident with anyone other than those who need to know. Discussing this incident with other staff, or making it public knowledge, may add to the child's or family's distress.

**Return this form to the WO at AFF**

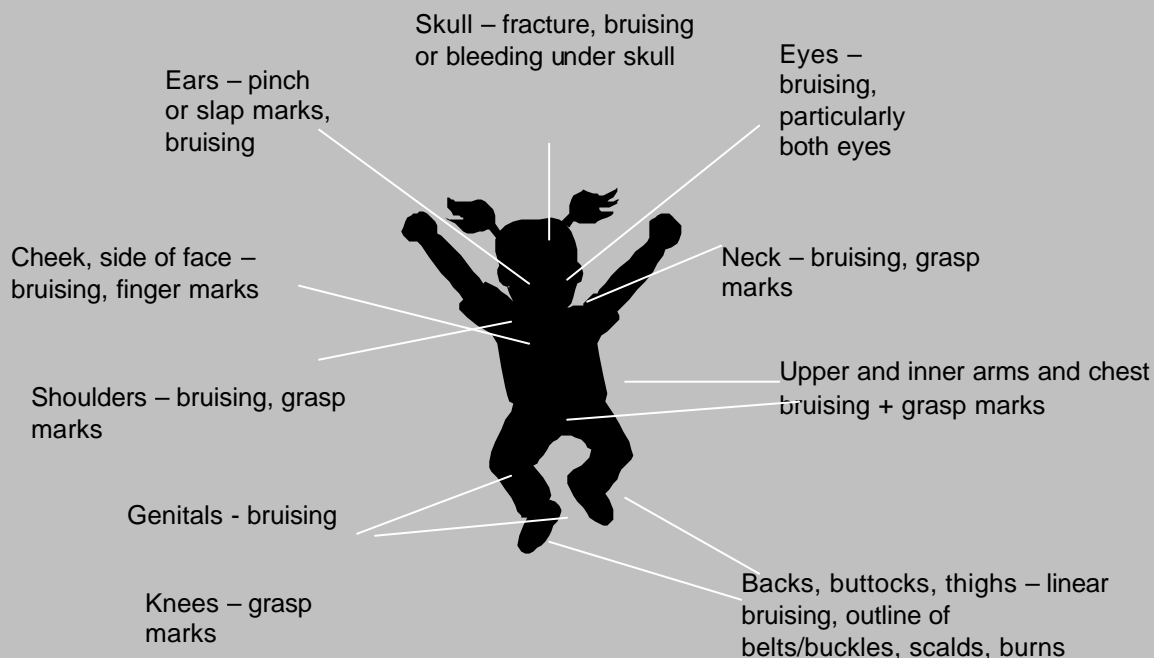
## Appendix B Action to take if you suspect child abuse

This is a basic guide to the actions you should take.  
Please refer to the Child Protection Policy for more detailed information.





## Common Sites for non-accidental injury



### Common sites for non-accidental injury

- skull
- cheek/side of face
- eyes
- neck
- mouth
- shoulders
- upper and inner neck
- back, buttocks, thighs
- ears
- eyes
- neck
- mouth
- chest
- genitals
- knees

**Bruises:** likely to be frequent, patterned, old and new in same place, in unusual position (see chart)

**Burns + scalds:** clear outline, splash marks around outline, unusual position (e.g. back of hand), shaped e.g. cigarette burns

**Fractures:** likely to be numerous

**Genital area:** sexual abuse may lead to soreness, bleeding or injury in genital or anal area

**Injuries:** suspicious e.g. bite marks, incisions, large + deep scratches



Appendix F **Guidelines on the use of Photography/Filming at Activities and Events Involving Children**

There is a possible risk to children through the improper use of photographic equipment at sessions. This includes digital cameras and those using film, as well as mobile phones and camcorders.

**Any photographic image could be used for:**

- Identifying children who could then be “groomed” by potential abusers.
- Placement on child pornography websites.

Any one wishing to take photos at a training session/race should gain permission from the session organizer/race organiser and session/race participants before taking any photos etc and should give their name and contact details to the session/race organiser. Photographs of juniors wearing a yellow arm band must not be photographed and any photos found to contain juniors wearing a yellow arm band must be deleted/destroyed.

Parents/guardians will be asked to record on a Photography Consent Form if they are willing for their child to be photographed for training and promotional purposes. Any child who is not to be photographed must wear a yellow arm band at all sessions and races. It is the responsibility of the parent to ensure that the arm band is worn at all sessions and races.

## **Coaches Concerns**

Any concerns regarding inappropriate photography or non-registered photographers should be reported by the coach to session organiser, and an Incident Report Form completed. The session organiser will contact the WO.

Coaching, as an emerging profession, must demonstrate at all levels a high degree of honesty, integrity and competence. The need for coaches to understand and act on their responsibilities is of critical importance to sport, as is the need to protect the key concept of participation for fun and enjoyment as well as achievement. This is implicit within good coaching practice and promotes a professional image of the good practitioner. This code of conduct defines all that is best in good coaching practice.

## **RIGHTS**

***Coaches must respect and champion the rights of every individual to participate in sport.***

### **Issues**

Coaches should:

- Assist in the creation of an environment where every individual has the opportunity to participate in a sport or activity of their choice.
- Create and maintain an environment free of fear and harassment.
- Recognise the rights of all athletes to be treated as individuals.
- Recognise the rights of athletes to confer with other coaches and experts.
- Promote the concept of a balanced lifestyle, supporting the well-being of the athlete both in and out of the sport.

### **Actions**

Coaches must:

- Treat all individuals in sport with respect at all times.
- Not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion.
- Not condone or allow to go unchallenged any form of discrimination.
- Not publicly criticise or engage in demeaning descriptions of others.
- Be discreet in any conversations about athletes, coaches or any other individuals.
- Communicate with and provide feedback to athletes in a manner which reflects respect and care.

## **RELATIONSHIPS**

***Coaches must develop a relationship with athletes (and others) based on openness, honesty, mutual trust and respect.***

### **Issues**

Coaches:

- Must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying).
- Should promote the welfare and best interests of their athletes.

- Must avoid sexual intimacy with athletes either while coaching them or in the period of time immediately following the end of the coaching relationship.
- Must take action if they have a concern about the behaviour of an adult towards a child.
- Should empower athletes to be responsible for their own decisions.
- Should clarify the nature of the coaching services being offered to athletes.
- Should communicate and cooperate with other organisations and individuals in the best interests of athletes.

## **Actions**

### Coaches:

- Should be aware of the physical needs of athletes, especially those still growing, and ensure that training loads and intensities are appropriate.
- Must ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the athlete's full consent and approval.
- Must not engage in any form of sexually related contact with an under age athlete. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms.
- Must inform parents immediately if they are at all concerned about the welfare of a child.
- Should discuss with parents and other interested parties the potential impact of the programme on the athlete.
- Must arrange to transfer an athlete to another coach if it is clear that an intimate relationship is developing.
- Should know and understand the relevant national governing body (NGB) or employer policies and procedures in this regard.
- Must follow the reporting procedures laid down by the relevant NGB or employer if you have a concern. Non-action is unacceptable.
- Must respect athletes' opinions when making decisions about their participation in their sport.
- Must encourage athletes to take responsibility for their own development and actions.
- Should allow athletes to discuss and participate in the decision-making process.
- Must discuss and agree with athletes what information is confidential.
- Should inform athletes or their parents of the requirements of the sport.
- Should inform athletes or their parents of any potential costs involved in accessing the coaching services on offer.
- Should be aware of and communicate on any conflict of interest as soon as it becomes apparent.
- Must not work with any other coach's athletes without first discussing or agreeing it with both the coach and the athlete involved.
- Should identify and agree with athletes which other experts or organisations could offer appropriate services.

***Coaches must demonstrate proper personal behaviour and conduct at all times.***

**Issues**

Coaches:

- Must be fair, honest and considerate to athletes and others in their sport.
- Should project an image of health, cleanliness and functional efficiency.
- Must be positive role models for athletes at all times.

**Actions**

Coaches:

- Must operate within the rules and the spirit of the sport.
- Should educate athletes on issues relating to the use of performance enhancing drugs in sport and cooperate fully with UK Sport and NGB policies.
- Should maintain the same level of interest and support when an athlete is sick or injured.
- Must display high standards in use of language, manner, punctuality, preparation and presentation.
- Should encourage athletes to display the same qualities.
- Must not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of the athletes.
- Must display control, respect, dignity and professionalism to all involved in the sport.

***To maximise benefits and minimise the risks to athletes, coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice.***

**Issues**

Coaches will:

- Provide a safe environment that maximises benefits and minimises risks to athletes in achieving their goals.
- Promote the execution of safe and correct practice.
- Be professional and accept responsibility for their actions.
- Make a commitment to providing a quality service to their athletes.
- Actively promote the positive benefits to society of participation in sport.
- Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others.
- Gain NGB coaching qualifications appropriate to the level at which they coach.

## **Actions**

Coaches will:

- Follow the guidelines of the relevant NGB or employer.
- Only allow participation if there is no risk to the athlete.
- Plan all sessions so they meet the needs of the athletes and are progressive and appropriate.
- Maintain appropriate records of the athletes.
- Recognise and accept when it is appropriate to refer an athlete to another coach or specialist.
- Seek to achieve the highest level of qualification available.
- Maintain up-to-date knowledge of technical developments in the sport.
- Maintain up-to-date knowledge and understanding of other issues that might impact on both you and the athletes.
- Be aware of the social issues and how the sport can contribute to local, regional or national initiatives.
- Actively participate in recruitment and education opportunities in the sport.
- Actively contribute to local, regional and national initiatives to improve the standards and quality of coaching both in your sport and sport in general.
- Practise in an open and transparent fashion that encourages other coaches to contribute to or learn from your knowledge and experience.
- Engage in self-analysis and reflection to identify their professional needs.
- Seek continuous professional development opportunities to develop their coaching skills and update their knowledge.
- Manage their lifestyle and coaching commitments to avoid burnout that might impair their performance.
- Not assume responsibility for any role for which they are not qualified or prepared.
- Not misrepresent their level of qualification.

**Emergency Contact Numbers**

<b>AFF</b>		
WO Vanessa Bierton	01525 754485	
<b>Active Luton</b>		
WO Carol Trower	01582 400272	Office
	07796 302820	Mobile 24 hour
WO Mark Southam	01582 400272	Office
	07796 302832	Mobile 24 hour

<b>team BEDS&amp;LUTON</b>		
WO Melissa Bennett	01582 813761	Office
	07884 491515	Mobile 24 hour
WO Pete Hardy	01582 813767	Office
	07796 990989	Mobile 24 hour

<b>General</b>		
Social Services (Luton)	01582 546000	(duty desk)
	08702 385465	(24 hour helpline)
Social Services (Bedford)	01234 345331	(duty desk)
	01582 576195	(24 hour helpline)
NSPCC	01582 424888	(Luton office)
	0808 800 5000	(24 hour helpline)
Police (Luton)	01582 401212	
Police (Bedford)	01234 271212	Family Protection Team
ChildLine	0800 11 11	National helpline
NSPCC Helpline	0808 800 5000	National helpline

<b>cUK</b>	<b>s</b>	114 Cardigan Road, Headingley, Leeds LS6 3BJ	Tel 01132 744802
		Safeguarding & Protecting Children - a Guide for Sportspeople	2006 Publication
<b>SPCC</b>	<b>N</b>	110 Leagrave Road, Luton, Beds	01582 424888
		24 hour helpline	0808 800 5000
<b>Child Protection in Sport Unit (CPSU)</b>		Website: <a href="http://www.cpsu.org.uk">www.cpsu.org.uk</a>	Tel 01162 347278