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Dear Member,

You will be aware of the concerns raised in relation to child protection and child abuse in the media, and more recently how serious this problem has been in sports circles. The focus to date has been on juniors in the world of football. That said, we at the squash club must not be complacent and pretend that this could never happen here. Therefore this note sets out our broad policy and our expectations of members.

1. First and foremost, young people coming to the club (and for our purposes we mean those under 18) must be advised / encouraged by their parent or guardian that if they experience any behaviour by an adult or by another young person that causes them concern they should, in the first instance, let their parent or guardian know.
2. If the behaviour described by the young person constitutes a specific allegation of behaviour that could be construed as abuse the parent or guardian or young person should bring this to the attention of the police for a proper investigation. Should the parent or guardian choose to do this then it would be helpful if they could advise the committee chair of this so that we can consider if the club needs to take any action pending the investigation. It remains a matter for the parent or guardian, or young person, to take an allegation to the police, but it must be understood that a specific allegation cannot be investigated by the club committee, and were such an allegation come to the notice of the committee the committee would have to refer the matter to the police. In the case of a specific allegation all members of the club who might be aware of the allegation must respect the confidential nature of such and are expected to behave accordingly. Any member failing to respect the confidential nature of such an allegation faces expulsion from the club.
3. If the behaviour described by the young person does not constitute a specific allegation but more of a general concern then the parent or guardian or young person is advised to bring this to the attention of the committee chair or committee secretary so that the matter can be considered and hopefully addressed.
4. Where a parent or guardian seeks individual coaching for a young person, but not through the club's arrangements, it is a matter for the parent or guardian to be satisfied that the coach has the appropriate qualifications and DBS checks. The club cannot accept responsibility for events that occur where such private arrangements exist.
5. Where the club arranges coaching for young people it will ensure that the lead coach is suitably qualified and DBS checked. Ideally helpers for such coaching will also be DRB checked. The club is pursuing this.

6. Parents and guardians are reminded that DBS checks are not a guarantee of safety.
7. Members are requested to be 'sensible and sensitive' especially when young persons are in the changing rooms. Ideally when young persons are in the changing rooms adults refrain from using them, but this will not always be possible. If the young person is with a parent or guardian of the same sex then ideally that parent or guardian will accompany the young person into the changing room. It is often the case that the women's changing room is less likely to be used and if possible, a young male person could be accompanied into the women's changing room with a female parent or guardian.

We hope that members will appreciate the need for this note. The club would be failing in its responsibilities to ignore this matter, and this note sets out the club's broad policy in relation to child protection, there to protect young persons and members alike. If you have any comments about this note then please pass them to the committee chair or to the club secretary.

Yours Sincerely

Simon Powell

Chairman