



CODE OF CONDUCT FOR WORKING WITH CHILDREN AND YOUNG PEOPLE



INTRODUCTION

At Riga Volleyball Club we want to ensure all young people participating in our sport, from playing to volunteering, should be able to do so in a safe and happy environment. We are committed to creating and maintaining a safe and positive environment for all young people to participate in volleyball. We all have a responsibility to safeguard the welfare of young people and protect them from poor practice, abuse and bullying.

Our Club Welfare Officer oversees our implementation of this code of conduct through all aspects of the Club. They will implement this policy and the guidance of Volleyball England. We are also signed up to the Volleyball England Safeguarding and Protecting Young People Policy and Good Practice Guidance (available at www.volleyballengland.org/safeguarding). As well as the policies in this document this governs how we recruit and select volunteers and DBS check relevant volunteers that work within the Club.

This document includes the following sections:-

- 1. Safeguarding Incident Policy
- 2. Useful Contact Details
- 3. Information Sharing and Confidentiality Policy
- 4. Anti-bullying Policy
- 5. Whistleblowing Policy
- 6. Parent Consent Forms – photos and electronic communications

You can access all information about Club Welfare at any time on our website - <http://rigavolleyball.com/index.php/club-welfare>. If you have any questions about this code of conduct or any concerns about the welfare of our members, please contact the Club Welfare Officer on the contact details below.

Club Welfare Officer

Miriam Anderson
clubwelfare@rigavolleyball.com



Updated: November 2019



1. INCIDENT REPORTING POLICY

What should you do if you are concerned?

Concerns can come from a variety of sources; a direct disclosure is the least likely of these. If you are concerned about a young person, an individual's behaviour towards a young person or a young person indicates that they have been abused, or you obtain information which gives you concern, you should:

- React calmly so as not to frighten the young person.
- Reassure the young person that he or she is not to blame and that it was right to tell.
- Take the report seriously. Beware that it can be difficult to interpret what is said.
- Keep questions to the absolute minimum to ensure a clear and accurate understanding. Only ask questions if you need to – do not ask the young person about explicit details. Make the young person feel safe and let them talk.
- Reassure them but do not make promises of confidentiality which will not be possible to keep in the light of subsequent developments.

Riga Volleyball Club will fully support anyone who, in good faith and where he/she has reasonable grounds for doing so, reports his or her concern that a colleague is, or may be, abusing a young person, even if that concern is proved to be unfounded.

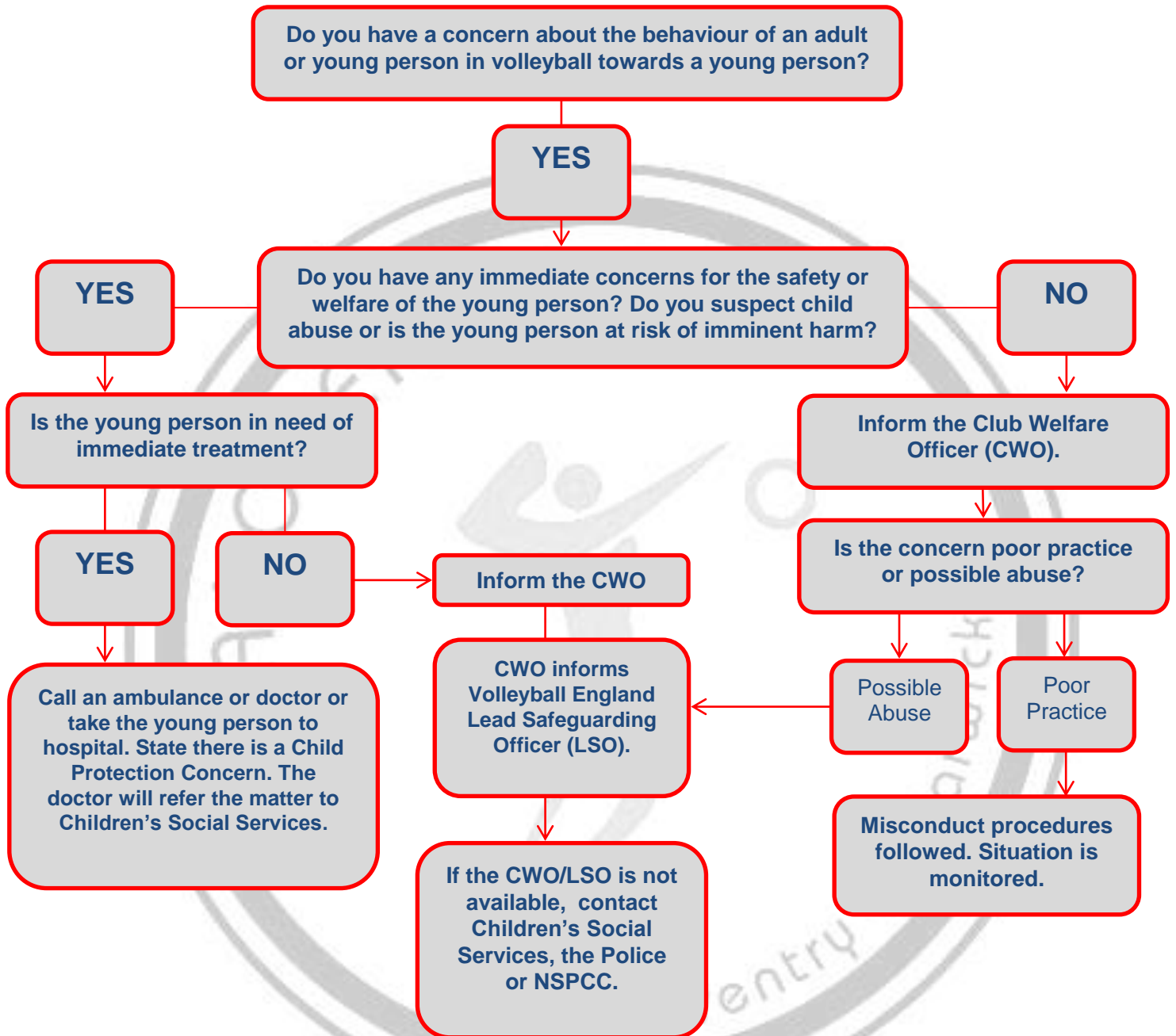
- Make a full record of what has been said, heard and/or seen as soon as possible and fill out a Volleyball England Safeguarding Incident Report Form (see below).
- Explain to the young person what will be done next and with whom the information will need to be shared.
- Pass the information, without delay, on to the appropriate person in accordance with the Safeguarding Incident Reporting Procedure below.
- REMEMBER: it is not your responsibility to decide if the young person is being abused or poor practice has occurred. It is your responsibility to report your concerns.

Riga Volleyball Club has clear reporting procedures for reporting concerns. It is important that these are followed if you have any concerns surrounding poor practice, abuse or bullying. In some circumstances it may be most appropriate for the matter to be handled at a local level if, for example, the matter relates to minor poor practice or bullying.

However, it is not your responsibility to decide if this is appropriate. Suitable guidance will be given by the Club Welfare Officer, Regional, Volleyball England National or Lead Safeguarding Officer.

- **Where there is a concern of possible abuse there should be no undue delay in contacting statutory agencies.**

REPORTING CONCERNS OF POSSIBLE ABUSE WITHIN VOLLEYBALL



REMEMBER:

- Be calm, reassure the young person. Be honest, do not make promises you cannot keep. Keep questions to a minimum.
- Take notes so that you can fill in the relevant paperwork.
- It is not your responsibility to decide or investigate if abuse has occurred.
- It is your responsibility to take action, however slight your concern.
- Make a factual record of the events, using the Volleyball England Safeguarding Incident Report Form below. Forward a copy of the form including any action taken or additional information to the Club Welfare Officer as soon as possible.

REPORTING CONCERNS OF POSSIBLE ABUSE OUTSIDE VOLLEYBALL

Do you have a concern about the welfare of a young person outside of volleyball?

If the young person requires medical attention, call an ambulance and inform the doctor there is a child

Report your concerns to the CWO, LSO, who will refer the matter to Children's Social Care or the Police.

If the CWO or LSO are not available, refer the concern to Children's Social Care or the Police.

Take advice from Children's Social Care or the Police on whether it is appropriate to discuss the matter with

REMEMBER:

- Be calm, reassure the young person. Be honest, do not make promises you cannot keep. Keep questions to a minimum.
- Take notes so that you can fill in the relevant paperwork
- It is not your responsibility to decide or investigate if abuse has occurred.
- It is your responsibility to take action, however slight your concern.
- Make a factual record of the events, using the Volleyball England Safeguarding Incident Report Form below. Forward a copy of the form including any action taken or additional information to the Club Welfare Officer as soon as possible.

REPORTING AN INCIDENT

The Safeguarding Incident Reporting Procedure is to be followed if:

- There has been an allegation of abuse made by any person concerning any young person who is under the control, custody or supervision of Riga Volleyball Club, its employees or volunteers.
- Any member of Riga Volleyball Club staff, volunteer or accredited person has had any concerns made known to them about any young person.
- Any incident that could be deemed as abuse has occurred.

What YOU should do:

1. Ensure the young person is safe and receiving any necessary medical attention and is able to talk to an appropriate person about their concerns, if they wish.
2. Report the incident to the Club Welfare Officer (CWO). If your club does not have a CWO or they are not available, a report must be made to the Lead Safeguarding Officer (LSO).
3. Fill in the Volleyball England Safeguarding Incident Report Form (copy below), giving full details of what occurred.

What the Club Welfare Officer should do:

Immediately contact the Lead Safeguarding Officer and report the incident and actions.

Where the Lead Safeguarding Officer is unavailable or where contacting them may cause undue delay contact the Police and/or Children's Social Care.

Any information passed on to Children's Social Care or the Police must be as helpful as possible, it will be necessary to make a detailed record of the following:

- The nature of the allegation.
- A description of the indicators of abuse.
- The account of the young person, if it can be given, of what happened to them.
- Any times, dates or other relevant information.
- A clear distinction between what is fact and what is hearsay.

When a referral is made to Children's Social Care or the police a written report should be sent within 24 hours. A record should be kept of the name, title and contact number of the Children's Social Care member or Police Officer to which the concerns were passed, together with the date and time of the call, in case any follow up is needed.



SAFEGUARDING INCIDENT REPORT FORM (SIRF)

Club/Organisation Name:	
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YOUR DETAILS

Position/Role:	
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First Name:		Surname:	
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Address:			
	Postcode:		

Email Address:	
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Daytime phone number:		Evening phone number:	
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YOUNG PERSON'S DETAILS

First Name:		Surname:	
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Date of Birth:		Gender:	
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Parent/Carer's Name:		Parent/Carer's Contact Tel:	
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Address:			
	Postcode:		

Disability (if any):	
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Ethnic Origin (please circle):	White British	White Irish	White Other	Mixed – White & Black Caribbean	Mixed – White & Black African
Mixed – White & Asian	Asian/Asian British Indian	Asian/Asian British Pakistani	Asian/Asian British Bangladeshi	Asian/Asian British Other	Black/Black British Caribbean
Black/Black British African	Black/Black British Other	Chinese	Other Ethnic Group (please state):		

Details of the individual whose behaviour you have concerns about

Position/Role:			
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First Name:		Surname:	
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Address:			

	Postcode:
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Phone number:		Age Band (PLEASE CIRCLE):	Under 18	18-25 yrs	25-50 yrs	50 yrs +
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Are you reporting your concerns or passing on those of somebody else? If the latter, please provide their name and if possible contact details.*

Please describe the concerns/observations. Include dates, times, venues, etc of any specific incidents.*

Have you spoken to the young person(s)? If so, please give details of what was said and when.*

Have you spoken to the parent/carer of the young person(s) involved? If so, please give details of what was said and when.*

Action taken so far:*

External agencies contacted to date

Organisation	Yes/No	Name & Position	Contact Details	Advice received
Volleyball England				
Police				
Children's Social Care				
Other (e.g. NSPCC)				

Signed:		Date:	
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Print Name:	
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*Please continue on a separate sheet where necessary. Remember to maintain confidentiality. Do not discuss this incident with anyone other than those who need to know. This form should be returned to either the Club Welfare Officer or Volleyball England's Lead Safeguarding Officer at Volleyball England, marked 'PRIVATE & CONFIDENTIAL'.

2. USEFUL CONTACT DETAILS

NATIONAL CONTACTS

NSPCC – 24hr Helpline	0808 800 5000	www.nspcc.org
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Samaritans	08457 909 090	www.samaritans.org
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Club Welfare Officer	Name:	Miriam Anderson	Tel:	07872 622 244
	Email:	clubwelfare@rigavolleyball.com	Web site:	www.rigavolleyball.com

HELP, SUPPORT AND ADVICE

Organisation	Contact Details	Website	Further Information
NSPCC – Child Protection in Sport Unit	0116 234 7278 cpsu@nspcc.org	www.thecpsu.org.uk	Sport-specific advice on safeguarding & protecting young people
NSPCC – 24 Hour Helpline	0808 800 5000	www.nspcc.org.uk	National Society for the Prevention of Cruelty to Children
Kidscape	0207 730 3300 08451 205 204 (Parents' anti-bullying helpline)	www.kidscape.org.uk	Offers advice, guidance and support on how to deal with bullying
BullyingUK	0808 800 2222	www.bullying.co.uk	Offers advice, guidance and support on how to deal with bullying
Victim Support	0845 303 0900	www.victimsupport.org.uk	Provide emotional support, information and practical advice for victims and witnesses
The British Association of Counselling and Psychotherapy	01455 883 300	www.bacp.co.uk	Provides a list of registered qualified therapist
Disclosure and Barring Service	0870 909 0811	www.gov.uk/db	Advice and guidance on DBS check process and current legislation
Sports Coach UK	0113 274 4802	www.sportscoachuk.org	Provides coach development information including details on safeguarding & protecting young people courses

ADVICE FOR YOUNG PEOPLE

Organisation	Contact Details	Website	Further Information
There4me	0808 800 5000	www.thecpsu.org.uk	Support and advice for 12-16 year olds from the NSPCC
Childline	0800 1111	www.nspcc.org.uk	Free helpline for young people
Kidscape	0207 730 3300 08451 205 204 (Parents' anti-bullying helpline)	www.kidscape.org.uk/childrenteens	Provides online advice for young people on bullying
BullyingUK	0808 800 2222	www.bullying.co.uk	Advice and support on bullying

USEFUL ADDRESSES

VOLLEYBALL ENGLAND

SportPark, Loughborough University
3 Oakwood Drive, Loughborough
Leicestershire, LE11 3GE
Tel: 01509 22 77 22
E-mail: info@volleyballengland.org
Website: www.volleyballengland.org

CHILDLINE UK

Freepost 1111, London N1 0BR
Tel: 0800 1111
Website: www.childline.org.uk

CHILD PROTECTION IN SPORT UNIT

NPPCC National Training Centre
3 Gilmour Close, Beaumont Leys
Leicester, LE4 1EZ
Tel: 0116 234 7278/7280
E-mail: cpsu@nspcc.org.uk
Website: www.thecpsu.org.uk

DISCLOSURE AND BARRING SERVICE

PO Box 110, Liverpool L69 3JD
TEL: 0870 909 0811
Website: www.gov.uk/dbs

NSPCC

42 Curtain Road, London EC2A 3NH
Tel: 0207 825 2500
Helpline: 0808 800 5000
Website: www.nspcc.org.uk

KIDSCAPE

2 Grosvenor Gardens, London SW1W 0DH
Tel: 0207 730 3300
Parents' Helpline: 08451 205 204
Website: www.kidscape.org.uk

SPORTS COACH UK

Chelsea Close, Off Amberley Road,
Armley, Leeds LS12 4HP
Tel: 0113 274 4802
Website: www.sportscoachuk.org

3. INFORMATION SHARING AND CONFIDENTIALITY POLICY

There has been confusion and uncertainty on the part of many professionals and volunteers working with young people about when, how and with whom concerns about the welfare of young people may be shared. Remember, the welfare of the young person is paramount.

Every effort must be made to ensure that confidentiality is maintained when an allegation has been made and is being investigated. Information must be shared on a need to know basis and only with those who can help to manage the concern. This includes sharing the information with the Club Welfare Officer, the Police and Children's Social Care and relevant people within Riga Volleyball Club/Volleyball England. If the matter is one concerning an allegation of abuse, the Police and/or Children's Social Care will take the lead in advising if others (including parents) can be informed.

Remember there is a difference between information sharing and gossip. The latter should be avoided at all costs and could be unlawful according to the Data Protection Act and Human Rights Act. If you receive information you should only disclose to the Club Welfare Officer and not to any other individual.

Confidentiality is essential to ensure the safety of the young person and that any individuals involved are treated fairly, without prejudice or pre-judgment. Moreover it will ensure that the systems in place can work quickly and efficiently to manage any situation.

Further advice and guidance on information sharing is available on www.thecpsu.org.uk or www.gov.uk/dfe.



4. BLOCK IT OUT – ANTI-BULLYING POLICY

Bullying of any kind is not acceptable within volleyball and should not be tolerated.

Riga Volleyball Club is committed to the following anti-bullying charter to prevent and manage bullying behaviour by aiming to 'Block It Out' altogether.

We will:

- Respond appropriately and effectively to incidents of bullying.
- Listen and respond to young people's concerns and take appropriate action.
- Take parents/carers' concerns seriously and respond effectively.
- Ensure all staff and volunteers are suitably trained to deal with any incidents.

We aim:

- To create a positive, participative environment for young people.
- To encourage safe, accessible and challenging opportunities for young people.
- To ensure that all young people are able to participate freely in a safe, caring environment.

To achieve this we will:

- Ensure that a young person-centered environment is created during activities.
- Emphasise the positive social values of participation, sharing, helping and encouraging.
- Promote justice and equality in all activities.
- Establish clear ground rules/boundaries for activities.
- Ensure that all staff, coaches, volunteers and officials have a good awareness of how to manage behaviour and bullying issues.
- Work towards continuously improving the quality of activities.

We are committed to taking positive steps to eliminate bullying incidents within activities.

- To achieve this we will encourage all participants to behave according to agreed codes of conduct, which will provide a framework of acceptable behaviour.

All participants agree to abide by the following:

- We will not tolerate bullying or harassment of any kind.
- We will be accepting of others regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or social status.
- We will not ignore an incident of bullying and will take all signs of bullying seriously.
- We will use a 'time out' if we feel angry or under pressure, or just need time to calm down.
- We will be kind to others, even if they are not our friends and we will make new participants in our activities feel welcome.
- We will not join in fights or disturbances.
- We will report any bullying incident to a member of staff/official immediately.
- We will not judge others on the way they speak, their social behaviour, appearance or their ability.
- We will remember that everyone matters, including ourselves.
- We will encourage all young people to speak and share their concerns.

We will encourage our staff, coaches, volunteers & officials to be vigilant & observant at all times.

If incidents of bullying are witnessed our staff, coaches, volunteers and officials will respond by following the procedures set out in the Volleyball England Safeguarding & Protecting Young People Policy.

5. WHISTLE BLOWING POLICY

It is important that any concerns regarding the behaviour of an adult towards a young person are shared with the Club Welfare Officer (or if they are not available the Lead Safeguarding Officer). All concerns will be taken seriously and managed according to Volleyball England's Safeguarding & Protecting Young People Policy.

All information received and discussed will be treated in confidence and only shared with those individuals who will be able to manage and resolve the situation in accordance with both our and, where applicable, Volleyball England's Information Sharing Guidance.

Individuals can raise a matter of concern without fear of victimisation, subsequent discrimination or disadvantage. This policy is intended to encourage and enable individuals to raise serious concerns within Volleyball England and blow the whistle, rather than overlook the concern.

It is in the interests of all concerned that any disclosure is dealt with properly, quickly and discreetly. This includes the interests of Riga Volleyball Club, Volleyball England, its employees, all registered members of Volleyball England and any persons who are the subject of any complaint, as well as the person making the complaint.

Whistleblower Reporting Procedure

Riga Volleyball Club and Volleyball England recognises that the decision to report a concern can be a difficult one to make for many reasons, including fear of reprisal from those implicated in the concern. If an individual believes what they are saying to be true, they should have nothing to fear, because in reporting their concern they will be doing their duty to the young person concerned.

Riga Volleyball Club and Volleyball England will not tolerate any harassment or victimisation (including informal pressure) towards whistleblowers and will take appropriate action to protect individuals when they raise a concern in good faith.

Any investigation into allegations of poor practice will not influence, or be influenced by, any disciplinary procedures that already affect individuals unless there may be a pattern of poor practice and/or abuse which requires the cases to be linked and/or dealt with together.

Confidentiality of the Whistleblower

Riga Volleyball Club and Volleyball England will do its utmost to protect the identity of the whistleblower when they raise a concern and do not want their name to be disclosed. However, it must be appreciated that the investigation process may reveal the source of the information and a statement by the whistleblower may be required as part of the evidence. They will be given prior notice of this and a chance to discuss the consequences.

Anonymous Allegations

Riga Volleyball Club and Volleyball England encourages the whistleblower to put their name to the allegation. Concerns expressed anonymously are much less powerful and may not provide all the relevant information. However, all reports will be considered at the discretion of the Club Welfare Officer (for Riga Volleyball Club) or Case Management Team (for Volleyball England) based on the seriousness of the issues raised, the credibility of the concern and the likelihood of confirming the allegation from attributable sources or factual records.

Unfounded Allegations

If an individual makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against them. If however, it is established that they have made malicious or frivolous allegations, or for personal gain, disciplinary action may be taken against them. In such cases, Volleyball England's disciplinary procedures will apply.



Use of the Whistle Blowing Policy

The Whistle Blowing Policy should only be followed if the individual raising the concern feels unable to follow the standard reporting process outlined in the Incident Reporting Policy.

Individuals should raise the concern in the first instance with the Riga Volleyball Club Welfare Officer in person or via email marked 'private and confidential' to clubwelfare@rigavolleyball.com or to the Volleyball England Lead Safeguarding Officer at safeguarding@volleyballengland.org

The individual should set out the background and history of the concern, giving names, dates and places where possible and the reason why they are particularly concerned about the situation. The earlier the concern is raised, the easier it is to take action.

Although the whistleblower is not expected to prove the truth of an allegation, they will need to demonstrate to the Club Welfare Officer (for Riga Volleyball Club) or the Lead Safeguarding Officer (for Volleyball England) that there are sufficient grounds for their concern.

If your concern is regarding the Club Welfare Officer or the Lead Safeguarding Officer, you should refer the matter to the Volleyball England Chief Executive Officer.

If you do not want, or feel unable to report the concern to Volleyball England, a number of external agencies are available for reporting purposes:

- The Child Protection in Sport Unit (CPSU)
- Local Safeguarding Children's Board (LSCB)
- Local Children's Social Care
- Local Police
- ChildLine – 0800 1111 (www.childline.org.uk)
- NSPCC Helpline – 0808 8005000 (www.nspcc.org.uk)

The action taken by Riga Volleyball Club or Volleyball England will depend on the nature of the concern. Where the concern is raised with Volleyball England then in all cases the matter will be referred to the Volleyball England Case Management Team.

In order to protect individuals it is likely that the Club Welfare Officer (or Lead Safeguarding Officer (as appropriate)) will conduct initial enquiries so that the Case Management Team can decide on whether an investigation is appropriate and, if so, what form it should take. The amount of contact between the people considering the issues and the whistleblower will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, further information will be sought from the whistleblower as part of the investigation process.

When any meeting is arranged the whistleblower has the right, if they so wish, to be accompanied by a friend or a person of their choice who is not involved in the matter to which the concern relates.

Riga Volleyball Club and Volleyball England will take steps to minimise any difficulties which individuals may experience as a result of raising a concern. For instance, if the whistleblower is required to give evidence in criminal or disciplinary proceedings, Volleyball England will advise them about the procedure.

Riga Volleyball Club and Volleyball England accepts that the whistleblower needs to be assured that the matter has been properly addressed.

Subject to legal constraints, they will receive information about the outcome of any investigation, and the action that is to be taken against those whose actions caused the concern. Also, if appropriate, what policy changes are to be made to minimise the possibility of a similar concern being raised in the future.



6. PARENT CONSENT FORMS – PHOTOS AND ELECTRONIC COMMUNICATIONS

Taking photos or recording images at a Riga event

The use of photographs and recorded images can be extremely useful for positively celebrating the success of young people in volleyball and assisting with training. Riga Volleyball Club does not wish to prevent parents, spectators or coaches being able to take legitimate photographs or recorded images. However, we are committed to protecting young people from the inappropriate or uninformed use of their image in resources, media publications, on the internet and elsewhere. With the development of new technologies it is increasingly easy to publish images at the point of action, through social media, live streaming and cloud technology which requires increased awareness and understanding of the need to prevent inappropriate or uninformed use.

If you wish to take photos or record any images during a Riga event please ensure that you register your equipment with the event organiser completing a register setting out your name, address and agreeing that the images are for personal use only.

By taking photos or recording images at any Riga event you are agreeing to comply with this policy and the Volleyball England Photographic & Recorded Images Policy and confirming that the photographs and recorded images will only be used in an appropriate manner.

Use of Photographic & Recorded Images

We would love to promote successes but appreciate that parents and young people have a right to decide whether images are to be taken and how those images may be used.

We will therefore endeavour to seek the consent of parents and young people in writing for images to be taken and used.

We will also aim to ensure that images reflect the positive aspects of volleyball such as, competition, fair play and fun and that images are not sexual or exploitive in nature, nor open to obvious misinterpretation and misuse. All images of young people will be securely stored to avoid misuse and when published will be without any contact details to avoid contact with a young person.

If you wish to place any restrictions on the use of images please complete the form below and return it to the Club Welfare Officer.



PARENT/CARER & YOUNG PERSON CONSENT FORM page 1

This form should be completed by the young person and their parent/carer to confirm that they are aware and give consent to participate in a volleyball event, session or activity and provide relevant permissions for communications and the use of photographs and recorded images associated with volleyball.

Organisation**Club/OrganisationName:****Lead Person:****Email Address:****Daytime phone number:****Evening phone number:****Event, Session or Activity Details****Event, Session or Activity Name::****Venue(s):****Dates(s):**

The above organisation recognises the need to ensure the safety and welfare of all young people and will act in accordance with the permissions below and in line with the Volleyball England Safeguarding & Protecting Young People Policy.

Personal Details**First Name:****Surname:****Address:****Postcode:****Email Address:****Daytime phone number:****Evening phone number:****Medical Information**

In case of emergency and as part of the organisation's responsibility to young people, ALL individuals are required to complete this medical information section as accurately as possible. Details will be held securely with access restricted to authorised individuals only.

PARENT/CARER & YOUNG PERSON CONSENT FORM page 2

Name of next of kin:		Relationship:	
Contact Tel no.			

As far as you are aware, are you allergic to any medication? (If so, please state.)		
Are you taking any medication? (If so, please state.)		
Do you have any long term illnesses or injuries? (If so, please state.)		

Communication: via phone, email or social media (please circle one)			
With the young person & the parent/carer copied in	Via the parent/carer only	Never – in person only	
Use of photographic & recorded images (please circle all that you give permission for)			
For coaching purposes	For club publicity	For national publicity	Never

Consent by Parent/carer

I consider the young person named above to be physically fit and capable of full participation and agree to notify the organisation of any changes to the information provided. Furthermore in the event of an injury I give permission for the organisation to obtain emergency medical treatment.

I give consent for the young person named above to participate in the above-mentioned volleyball event, session or activity and confirm that communication with them and the use of any photographic and recorded images of them may be used under the above-stated rules and conditions.

I confirm that I have legal responsibility for this young person and am entitled to give this consent.

Signed:		Date:	
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Print Name:	
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Declaration by Young Person

I give my consent to participate in the above mentioned volleyball event, session or activity and understand that I do so at my own risk and agree to abide to the Volleyball England and the Riga Volleyball Club Player Code of Conduct.

I understand that I may be communicated with, and that any photographic and recorded images of me may be used, under the above-stated rules and conditions.

Signed:		Date:	
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Print Name:	
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Electronic Communication

We adhere to Volleyball England guidelines for all electronic communication with young people. No electronic communication will be on a one-to-one basis and we use team email groups to communicate to entire teams at once to ensure open and transparent communication. If any parent or guardian does not wish us to communicate with a young person please let us know and we will then only communicate electronically via a parent or guardian.

Riga Volleyball Club uses social media pages (on facebook and twitter) as well as the Club's website to promote success. In line with Volleyball England guidance we have a page rather than a group to ensure that all interaction and communication is public.

We encourage all young members to set their privacy settings and not accept requests either from people unknown to them or from adults within volleyball.

In the event of a young person showing an adult, in a position of responsibility and/or trust within volleyball, a text message, image or email that is considered to be inappropriate for a young person to have, the adult must inform the Club Welfare Officer without delay.

