

DEFINITIONS OF POOR PRACTICE

GUIDELINES FOR IDENTIFYING TYPES OF 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 stage of psychological and physical development of the individual
- Excessive training or competition

Practices that may be carried out with the best intentions but fall into a category of behaviours that are used by people who sexually abuse children to 'groom' their victim

Examples include:

- Offering to give a child a lift home alone
- Giving a child gifts
- Having unnecessary physical contact with young people 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 abuse and can never be condoned

Examples include:

- Taking children to your home or other secluded place unaccompanied by others
- Engaging in rough, physical or sexually provocative games
- Sharing a room with a child
- Allowing or engaging in any form of inappropriate touching
- Making sexually suggestive remarks
- Reducing a child to tears as a form of control
- Allowing children to use inappropriate language unchallenged
- Allowing allegations made by a child to go unchallenged, unrecorded or fail to act upon
- Carrying out personal care for a child that the child can do unaided
- Departing from the premises without first supervising the safe dispersal of the children
- 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
- Spending excessive amounts of time alone with children away from other adults

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 internally are addressed by a club level process. Guidance on how to do this can be found in Scottish Swimming Disciplinary / complaints process.

It is important that clubs record and if appropriate report cases of poor practice and the outcome of club process to Scottish Swimming.

Depending on how a club level process has been concluded there may be a need to refer the individual on to Scottish Swimming or for consideration for listing and barring. See Appendix 5