

CHILD SAFEGUARDING POLICY · 2026

Safeguarding children and young people

This policy applies to every coach, official, volunteer, parent, player and visitor involved with the Victoria Falls Panthers Basketball Club, at training, at fixtures, on travel and online.

1. Our commitment

The welfare of a child is the club's first priority and comes before results, reputation or convenience. Every child who takes part in a Panthers programme has the right to enjoy basketball in an environment that is safe, respectful and free from harm of any kind, including physical, emotional and sexual abuse, neglect, bullying and discrimination.

The club operates within Zimbabwean law, including the Children's Act, and under the rules of the Matabeleland North Basketball Association and the Basketball Union of Zimbabwe.

2. Who this policy covers

- All players under the age of 18 in any club programme
- All coaches, assistant coaches, team managers and committee members
- All volunteers, including visiting coaches and short-term volunteers
- Parents, guardians and spectators at club activities

3. Safe recruitment

Anyone working with junior players is interviewed by the club committee, provides two references, and confirms in writing that they have never been barred from working with children. New coaches and volunteers work alongside an experienced coach until the committee is satisfied. Visiting coaches and volunteers never work with juniors unsupervised, however short the visit.

4. Supervision at sessions

- At least two adults are present at every junior session
- One-to-one coaching out of sight of others does not take place
- Parents and guardians may observe any session at any time without notice
- A register is taken at every junior session and kept by the club
- A first aid kit is on court at every session and fixture

5. Behaviour expected of adults

- Treat every child with respect, and never with sarcasm, humiliation or shouting
- Never use physical punishment, and never use exercise as punishment
- Avoid physical contact except where necessary for coaching, safety or first aid, and explain it first
- Do not give lifts to a child alone, or invite a child to a private home

- Do not contact junior players privately on personal messaging or social media accounts. All communication goes through parents or a group channel that includes them
- Do not attend club activity under the influence of alcohol

6. Photography and video

Photographs and video of junior players are taken only by the club or by a photographer approved by the club. Written consent is obtained from a parent or guardian before any image of a child is published on the club website, on social media, in the press or in sponsorship material. Consent may be withdrawn at any time by contacting the club, and the image will be removed. Children are never identified by full name alongside a photograph without specific consent, and images are never published with a home address, school timetable or contact detail.

7. Travel and away fixtures

- Written parental consent is obtained before any junior player travels with the club
- A named team manager is responsible for the group for the whole trip
- Adults and children do not share sleeping accommodation
- Parents receive the itinerary, the venue and a contact number before departure

8. Reporting a concern

Anyone who has a concern about the welfare of a child, or about the conduct of an adult at the club, must report it. Concerns are never dismissed and are never investigated informally by the person who receives them.

Step	Action
1	Make sure the child is safe and, if needed, get medical help first
2	Report the concern to the Club Safeguarding Officer the same day
3	Write down what was seen or said, in the words used, with the date and time
4	The Safeguarding Officer informs the club committee and, where a child may have been harmed, the police or the Department
5	The person the concern is about is stood down from contact with children while it is looked into

Do not promise a child that you will keep what they tell you secret. Explain calmly that you have to tell someone whose job it is to keep them safe.

9. Club Safeguarding Officer

Role	Name	Contact
Club Safeguarding Officer	To be appointed and named by the committee	info@vicfallspanthers.com
Deputy Safeguarding Officer	To be appointed and named by the committee	+263 77 213 7810

The club committee will insert the appointed names before this policy is issued to parents. Until then, concerns go to the club email and telephone number above.

10. Review

This policy is reviewed every year by the club committee, and immediately after any safeguarding incident. It is issued to every coach and volunteer, and a copy is available to any parent on request and on the club website.

Adopted by the Victoria Falls Panthers Basketball Club committee. Version 1.0, 2026. Next review: 2027.

This document is a working draft prepared for the club and should be reviewed by the committee, and where possible by the Basketball Union of Zimbabwe, before it is issued to parents.