



Registered Office
12, Westwood Lane,
Chesterfield,
Derbyshire S43 1PA
Phone/Fax: +44 (0)1246-236443
Company Number: 4190868
Email: admin@britishwrestling.org
www.britishwrestling.org

British Wrestling Association Social Media Policy

Online & Social Media Policy and Guidance

Contents

1. This Policy	2
2. Guidance on the use of electronic communication (Social Media)	2
2.1 Coaches aged 16 to 21	3
3. Guidance on the use of social networking	4
3.1 Guidance for coaches and other staff	4
3.2 Coaches and other staff who are under 18	5
3.3 Coaches aged between 16 and 21	5
3.4 Guidance to members of the organisation under the age of 18	5
3.5 Guidance to parents	6
3.6 Guidance for clubs	7
3.7 Further information	7
3.8 What to do if you have concerns	8
4. Guidance on communicating with children and young people	8
5. Guidance on child abuse images/indecent images of children	9
5.1 Risks	9
5.2 Criminal Acts	9
5.3 Types of criminal acts and course of action	10
5.4 Action to be taken by the organisation	11
5.5 Prevention of incidents	11

1. THIS POLICY

The BWA has an official presence online and on social media sites. BWA will adhere to the following good practice for the social media interactions for which it is directly responsible:

- A moderator will check and maintain content.
- Appropriate privacy and security settings will be maintained.
- Those maintaining BWA's online and social media presence will report on-line poor practice.
- BWA will adhere to the guidance on the use of photographic images and video clips. Images of children and young people will not be used online or on social media sites unless permission has been granted by the parents or guardians of those in images.
- BWA will monitor and control comments and photo uploads and remove any that contain adult content or that may cause distress or offence.
- BWA will not ask for people's personal contact information via social media.
- The BWA Lead Safeguarding Officer will thoroughly investigate reported instances of online safeguarding concerns including suspected grooming or inappropriate content and deal with them according to BWA's Safeguarding and Complaints and Grievance Policies.

The BWA is not responsible for the communications, via social media, of any unofficial Wrestling social media presence which may be about, or contain references to, Wrestling.

The BWA will issue good practice, which is contained in this Policy & Guidance, to affiliated clubs and members of BWA.

BWA cannot enforce or moderate the behaviour of other social media connections to Wrestling; we hope that by educating and raising awareness of the potential issues surrounding online communications we can mitigate some of the risks, including those to young people and those at risk.

However the BWA will enforce the elements of this policy as it pertains to its members and affiliated clubs, e.g. using personal, club or BWA platforms to engage in behaviour such as bullying or racial/sexual harassment or behaviour that brings BW into disrepute.

Social networks should never be used as a medium by which to abuse or criticise members or BWA organisations and to do so may be taken as a breach of the BWA Rules and Regulations.

2. GUIDANCE ON THE USE OF ELECTRONIC COMMUNICATION (SOCIAL MEDIA)

Mobile phones, text messaging, e-mail and other forms of electronic communication, have become a regular feature of the sporting landscape and there is a need to define what is and what is not permissible when communication is required between adults and children or young people.

The purpose of this guidance is to provide a recommendation of best practice to coaches and those in a position of trust regarding:

- The use of mobile phones whilst having responsibility for the supervision and safety of young people.
- Direct communication between coaches /or those in a position of trust and young members of the organisation via mobile phones and e-mail.

Most mobile phones can gain access to the internet and the guidance on the use of social networking applies to phones as well as tablets, laptops, desktop computers or other applicable devices.

- Coaches and those in a position of trust should not personally hold the mobile phone numbers or e-mail addresses belonging to young members of the organisation.
- Coaches can hold the phone numbers and e-mail addresses of members' parents with their consent, in order to get messages to members. It is then the responsibility of the parent to inform the child of the message.
- In limited circumstances, it may be necessary for coaches, team managers or chaperones to have mobile phone contact details of the members, e.g. at an away camp for safeguarding reasons. In such circumstances, the individual holding the contact details must be DBS checked, have undertaken appropriate safeguarding training and have the consent of each member's parent or guardian to temporarily hold that information for the purpose of the event. The members' phone numbers should then be deleted after the event.
- Organisations and/or coaches may wish to have the ability to contact members on a group basis. This may be required in order to inform members of changes to training times, for example. It is recommended that organisations develop a secure page on their website for this purpose, which is open for members to view and is accessible through a variety of devices such as mobile phones, tablets and laptops. This page could be accessed by either the member themselves, or by their parent if preferred, as no direct one-to-one contact is available to individual members.
- Coaches of elite athletes under 18 but over 16 may, with the written consent of the athlete's parent or guardian, use text messaging or e-mail to communicate with the athlete for training and competition purposes only. It is recommended that such communications are also copied to a parent or guardian to safeguard the member and the coach.
- Coaches and persons in a position of trust should not take or make calls whilst supervising young members in a training session. It is permissible for a coach to make or take a call during an event, providing they are not the sole supervisor of the members and are not actively engaged during warm up or cool down at the time of the call.
- Coaches who have mobile phones with camera facilities must fulfil the obligations set out in the BWA Photography Guidance.
- Whenever mobile phones are taken into changing rooms, the camera facility must not be used.
- The publishing of a photograph of a member under 18 years should only be done with the parent's consent and it should be noted that parents and guardians have the right to refuse to have their child photographed. See parental consent/refusal of consent forms.
- If a photograph is taken for publication, it must adhere to the guidance provided in the BWA Photography Guidance. Details which identify the individual in the photograph, such as full name, place of residence or school attended, should not be given alongside the photograph.
- In the event of a member showing a coach a text message or image which is considered to be inappropriate for a child to have, the coach must advise the nominated person at the organisation, most likely the welfare officer.

2.1 Coaches aged 16 to 21

The BWA recognises that many young coaches aged 16 to 21 will have been members themselves before becoming a coach, and will be friends with their fellow members, some of whom will still be between the ages of 16 and 17. It is therefore plausible that they will have the personal contact details for those members. The BWA accepts it would be inappropriate to require young coaches to remove the details of those members from their contact lists. Therefore, in such cases:

- If a coach aged 16 to 21 had phone and/or e-mail details who were/are athletes aged between 16 and 17 prior to undertaking the role of coach, the BWA does not expect that coach to remove those members from their contact list.
- However, the coach is advised to inform the welfare officer and the head coach.
- The head coach should make every effort to ensure the coach is not the primary coach for those specified young persons except on an occasional basis.

3. GUIDANCE ON THE USE OF SOCIAL NETWORKING

There has been a growing awareness of the increasing communication between adults and young people on social networking sites. There are risks associated with these developments, and the BWA has identified a number of issues that have led to both disciplinary and safeguarding concerns stemming from the improper or inappropriate use of such sites by its members.

The BWA recognises that the use of social networking sites such as Facebook, Twitter and Instagram, and instant messaging tools such as WhatsApp and Snapchat, continue to grow rapidly and are increasingly being used as the communication tools of choice by young people.

These social networking sites permit users to chat online, post or send pictures, comment on and share content, and write 'blogs' or updates through the creation of an online profile. These can either be publicly available to all, or can be restricted to an approved circle of electronic friends.

Sites such as YouTube and Google provide a platform for uploading and viewing video clips, which with the latest cameras and mobile phones, becomes ever easier and can be almost instantaneous. More recent apps, such as Periscope and Meerkat, allow mobile phone users to stream content directly from their phones, bypassing some of the steps required in uploading videos to YouTube or to social networks such as Facebook.

In addition to these sites, Twitter is a social networking and micro-blogging service that enables users to send and read other users' messages known as 'tweets'. Tweets are online text messages of up to a maximum of 140 characters displayed on the author's profile page. Tweets are publicly visible by default, however the sender can restrict message delivery to their followers list only. Whilst these technologies provide exciting opportunities for our members, they are accompanied by dangers and negative consequences if abused by users.

3.1 Guidance for coaches and other staff

The guidance below has been designed with protection of both staff and members in mind:

- As a coach or other employee or volunteer of the organisation, you should not be in contact with young people through social networking sites if they are a member of the organisation you work for.
- Should a young person in your organisation request to become a connection via your personal social networking site, you should carefully consider before accepting the request if:
 - You are in a position of responsibility in respect of that child.
 - You hold a position of trust and/or responsibility at the club.
 - Your contact with the child is through a BWA club and the parent/guardian of the child does not give their consent to such contact.
- The publishing of a photograph or video footage on any social networking site is governed by the same requirements as those contained in the BWA Photography Guidance.

3.2 Coaches and other staff who are under 18

The BWA recognises that social networking sites can be a useful tool for coaches, volunteers and other staff members within the organisation to share information their peers.

If the young coach, volunteer or staff member is aged 16 or 17, it is the view of the BWA that to restrict the ability to share professional information with them from other coaches or staff may be detrimental in their professional development of their role in the BWA.

Therefore, in such cases, if the parent of a young person in a position of responsibility aged 16 or 17 and the young person themselves requests to have contact with an adult member of staff for the purposes of sharing professional information relevant to their role, the organisation should:

- Gain written consent from the parent/guardian and young person to have such contact, naming the individual adult and social networking site concerned.
- Ensure the named adult signs an agreement to keep contact with the young person to the discussion of matters relevant to the young person's professional role in the club.
- Ensure all such communications are shared with an identified third person (e.g. the young person's parent/guardian or club welfare officer).
- Ensure that if the young person or the adult is found to breach the above agreement, action must be taken by the club to address the concern and/or ensure that the breach is referred to the BWA or the statutory agencies if appropriate.

3.3 Coaches aged between 16 and 21

The BWA recognises that many young coaches aged between 16 and 21 will have been members themselves before becoming a coach and have been friends with their fellow members, some of whom will be between the ages of 16 and 17.

It is therefore plausible they will have contact details for those members and be friends with them on social networking sites, and be able to communicate via other methods of electronic communication. In this circumstance, the BWA accepts it would be inappropriate to require such friends to be removed from their social networking sites. Therefore, in such cases:

- If a coach aged between 16 and 21 had friends on their social networking site that were/are members aged 16 or 17 prior to undertaking the role of coach, the BWA does not expect them to remove those members from their listed friends.
- In such circumstances the coach is advised to inform the welfare officer and head coach.
- The head coach should make every effort to ensure the coach is not the primary coach for those specified young persons except on an occasional basis.

3.4 Guidance to members of the organisation under the age of 18

- Only invite or accept 'friend requests' from people you actually know.
- Do not ask your coach to be your friend on any social networking site – they will refuse as that would breach good practice.
- Use the internet positively and do not place yourself at risk. Have a look at www.thinkuknow.co.uk for some useful tips, e.g.
 - Do not give out personal information such as address, mobile number, school you attend or your current location.
 - Set your privacy and security settings to private or 'friends only'.

- Consider who you are inviting to be your friend and follow the good advice of the social networking sites to ensure make sure you are talking to the person you believe you are talking to.
- Always remember that any communication, comments, photos and video clips posted on a social networking site may be shared with more people than you originally intended.
- Consider that anything you put online including your status, comments, tweets and photos etc... may be shared or viewed by more people than you originally intended. Once it's out there and seen...you can't take it back.
- Never share pictures of yourself or your friends that you wouldn't be happy for your family to see. Also never post or send any photographs, videos or make comments that:
 - Could be interpreted as bullying, indecent
 - May be hurtful, untrue or upsetting or that you may regret sharing later on.
 - May be used by other people in a way you did not intend or want.
 - Other people may find inappropriate.
- Exercise great care before uploading images of other members taking part in your organisation's training, activities or events to avoid breaching the BWA Photography Guidance (link). If you do wish to upload such content, you must first seek the advice and consent of your parents, the consent of the other young person(s) and their parents, and an officer of the organisation before taking any action. To reduce the potential for issues with having images of your friends from the organisation on your personal social networking site, consider taking the images outside of the sporting arena. Even so, it is still a good idea to check that any person in the image, and their parents, are happy for you to upload the image.
- Always be aware that social networking sites are a method of communication like letter writing and the spoken word. They are bound by the same laws and rules.
- If you are worried about something that is happening online speak to your parents, an adult you trust, your school teacher, British Wrestling or visit www.ceop.police.uk.

The delivery of social networking content is instantaneous and this can sometimes result in users reacting in the 'heat of the moment,' and your content/ comments may spread far from that of your own social network of friends. This is a major difference between the present and the past in which you would have written a letter which would have taken time and allowed for you to think again before sending. So never place a comment on the internet that you would not put in writing or say out loud to someone. To do so may breach BWA Policy and also the law.

3.5 Guidance to parents

Parents of members under the age of 18

There have been occasions where parents of members have used social networking sites to criticise or verbally abuse an organisation, its officers, officials, coaches, volunteers, and/or members in an inappropriate and unacceptable manner.

This has, in some cases, led to the person who is the subject of the abuse to take action through statutory agencies or statutory legislation to address the comments made.

Parents are expected to behave responsibly as a spectator at all training sessions, events and activities, and treat BWA members, including but not exclusively coaches, volunteers parents officials, with due respect in order to meet the BWA's commitment to equality and diversity.

Parents should be aware that posting any content on a social networking site that breaches the above requirements may breach the parent's Code of Conduct.

Parents who work at the same organisation attended by their children

Many parents are becoming 'friends' with their children on social networking profile for security reasons, to ensure the wellbeing of their own child by being able to view their child's profile. This may then give the parent access to the profiles of other children listed as 'friends' of their child. It would not be appropriate for the BWA to prevent a parent who is also an employee at the organisation where his/her child is a member from using this form of protection for their child's online activities. Therefore, in such cases:

- The parent concerned should avoid direct contact with members through the social networking site.
- Where the parent has access to their child's social networking site (i.e. knows the user name and password) they must not contact any other children under the pretence of being their child.
- The parent should (carefully consider before accepting any request of their child's friends as friends on their own social networking site.
- The parent should inform the welfare officer of this arrangement.

3.6 Guidance for clubs

If your club or association has decided to have a social media presence, those involved in maintaining this should be aware of the following advice:

- Learn how to use the platform(s). Understand how it operates, how the privacy settings used, what safeguards are already in place and how you can use them, etc.
- Manage your social media – Nominate a moderator or responsible person to manage the site and content. This person will need to be trained in how to spot the warning signs of bullying and grooming.
- Target the right age group – Make sure the content of the site is relevant to the age group you are targeting. No illegal, inappropriate or adult content is allowed. Do not target children under the age that may be restricted for the site, e.g. for Facebook those under the age of 13.
- Promote safety – Make sure users know how to protect themselves online and promote websites where they can receive support and advice such as <http://www.thinkuknow.co.uk> and www.ceop.police.uk.
- Personal details – do not ask users for personal or contact details including their full name, age, address, school, college or current or home location. (except in seeking new members).
- Use the right images – adhere to the British Wrestling guidance on the use of photographic images.

3.7 Further information

The CPSU Briefing Document Social networking services, social media and sport: Guidelines for safeguarding children and young people (2009) gives more in depth guidance on social networking sites and can be accessed via the Child Protection in Sport Unit website at www.cpsu.org.uk.

3.8 What to do if you have concerns

As a user of a social networking site, whether you are a child or an adult, you may at some time have a concern about what you are seeing or being told about by another user. Concerns may range from negative or abusive comments and cyber bullying, to suspected grooming for sexual abuse. The BWA (with the help of the Amateur Swimming Association) has drawn up a list of agencies that you can contact, anonymously if you wish, where you can raise such concerns.

- The National Crime Agency: CEOP Command (formerly the Child Exploitation and Online Protection Centre) at <http://www.ceop.gov.uk> or by pressing the CEOP button on Facebook or on the BWA Child Power website.
- If you are under 18 use the 'Your Chance to Talk' form on the Child Power section of the BWA website.
- ChildLine 0800 1111 or www.childline.org.uk.
- www.childnet.org.uk which is an NSPCC support service specifically for young people.
- The local police or Children's Services – their number appears in the phone book, or dial 101.
- The NSPCC helpline 0800 800 5000 or www.nspcc.org.uk.
- The Internet Watch Foundation (IWF) www.iwf.org.uk. The IWF was established to provide a UK internet hotline which can be anonymous for the general public and IT professionals to report criminal online content in a secure and confidential way. They work in partnership with other agencies to minimise the availability of this content, specifically:
 - Child sexual abuse images hosted anywhere in the world.
 - Criminally obscene adult content hosted in the UK.
 - Incitement to racial hatred content hosted in the UK.
 - Non-photographic child sexual abuse images hosted in the UK.

4. GUIDANCE ON COMMUNICATING WITH CHILDREN AND YOUNG PEOPLE

When an adult in the organisations communicates with children or young members, they must do so in an appropriate and safe manner whether that is in person, by phone or text, online or via a social networking site. The BWA Safeguarding Policy provides guidance on how to react to a child if they disclose concerns or abuse to you in person.

However, you may find a member uses other forms of communication to do so, even if you have followed the BWA guidance and not shared your phone, e-mail address or social networking details with that person.

Should that happen, we do not want you to stop that communication as it breaches our guidance, but you should advise the welfare officer of the contact immediately and follow the guidance in Safeguarding Policy as to how to deal with any disclosure or concern raised. Generally speaking, if you do not share your contact information with members, they will not find your phone number, e-mail or social network site details.

However, if this should happen and they are not disclosing concerns as outlined above, it is important you make them aware that you will not be communicating with them on this medium and inform the welfare officer immediately. The welfare officer will take action as required, ensuring contact by the member is not repeated.

There are exceptions to every rule and this is outlined in our guidance. However, all those in a position of responsibility in the organisation must remember that they have to ensure they

are appropriate at all times with individuals under the age of 18 and maintain appropriate, professional relationships to safeguard the young people and themselves.

5. GUIDANCE ON CHILD ABUSE IMAGES/INDECENT IMAGES OF CHILDREN

5.1 Risks

Increasingly, and with the emergence of technology, some young members have been found to have been trying to take, and succeeding in taking, images (video and still photographs) of children under 18 in the process of changing, perhaps in changing rooms and under/over changing cubicles.

Some young people, only known to each other through the sport, have also been sharing indecent images with each other. An indecent image is one which is an image of an under 18 year old depicted in an indecent circumstance. These images can be used to isolate and embarrass a child amongst their peer groups, exploit them, and in serious cases, make demands of children to carry out acts against their wishes.

Any use of these child abuse images, or indeed the threat of such, can have devastating consequences for any child. It can also significantly affect the mental health and social interactions of young people, including trust amongst a peer group. Once the image is in the public domain, it is difficult to control, to know who has seen it and what they have done with it. This can lead to feelings of paranoia and isolation at a time when teenagers in particular need to build up their self-esteem during a crucial stage of their development.

The risks to victims, bystanders and perpetrators are different but all three contain a degree of risk that can leave a young person in a vulnerable state and can significantly affect their future. It is vital that children understand the legal implications and the impact on others.

Research (Finkelhor/Wolak) has identified the initial risk mainly comes from peers, friends and others in their social network rather than from strangers or adults. Statistics from the children's charity Beatbullying suggest the following:

- Over one third (36% of males and 39% of females) have received a sexually explicit text or e-mail.
- Over a quarter of 12-15 year olds have received an offensive sexual image, of which, 85% know the identity of the aggressor.
- The majority of these aggressors are peers and only 2% indicated that it was an adult.

“Recent evidence suggests that girls are more adversely affected by the risks than boys – it is not a gender neutral practice, it's something that is shaped by pre-existing gender dynamics and reinforced through the use of the technology.” NSPCC – Children, Young People and Sexting May 2012.

5.2 Criminal Acts

It is a criminal offence to take, make, distribute (send), upload and/or possess any indecent image of a child (including those taken/possessed by other under 18 year olds). Legislation is under the Protection of Children Act 1978 and Criminal Justice Act 1988.

It is also an offence to request a child to take, make, distribute or upload such an image, under Section 44 of the Serious Crime Act 2007, encouraging another to commit an offence. An offence of Voyeurism may also have been committed (observing/filming another doing a private act) under Section 67 of the Sexual Offences Act 2003. Sending may also be an offence of Malicious Communication.

The position of the Association of Chief Police Officers (ACPO) is that it does not support prosecutions of children for taking indecent images of themselves. It realises the detrimental effect especially if they are convicted. The label of sex offender that would be applied to a child or young person convicted of such offences is regrettable, unjust and clearly detrimental to their future health and wellbeing. It would also have an effect on future employment, particularly in roles in a position of responsibility, such as supervision or teaching of children.

5.3 Types of criminal acts and course of action

All usage of images as detailed above are criminal offences, and, if deemed to be an 'experimental' act, then Children's Services and the BWA Lead Safeguarding Officer should be advised. If the act is deemed to be 'aggravated' then it must be reported to the Police or Children's Services and the BWA Lead Safeguarding Officer.

Experimental

If the concern relates to a member of the organisation aged 13 or above who has voluntarily (with no suggestion of coercion/ exploitation/threats, etc.) taken an indecent image of themselves, and then shared this, we will determine whether the act may be seen as experimental (e.g. for teenagers within a relationship this might not be seen as unusual behaviour). In this case, parents should be informed that the BWA will not be referring the concern direct to police (in line with CEOP/ACPO guidance), but will refer the matter to the relevant Children's Services for assessment by them.

This may be done without the absolute need for parental consent (for example, if it is a criminal offence which may lead to significant harm). This is to ensure that the professionals involved can make a suitable decision around supporting and guiding each child, based on any background information which will not be known to the BWA, and to help parents manage that behaviour.

Where both parties (sender/recipient) are at the same organisation, the welfare officers and other staff can also work with parents to monitor the children's behaviour, to prevent recurrence, in the environment of the organisation.

The request to send an indecent image (child abuse image) is also an offence. If, however, a child aged 13 or over asks another child of the same age within a relationship context for such an image, without any of the following aggravating factors, then the matter will be referred as above.

Aggravated

This term may be applied to any other situation not detailed above, such as incidents which include adult involvement, and abusive or criminal behaviour by under 18s such as sexual abuse, extortion, threats or malicious conduct arising from personal conflicts. It also includes the creation, showing or sharing of images without the knowledge, or against the will, of the young individual who is pictured.

Aggravating factors to be considered also include:

- The age of the child (or children) involved.
- The circulation of images to peers.

- The coercion or exploitation of a child by the use of rewards or threats to send/share the image.
- The number of 'victims' or repeat behaviour by any party.
- The wording or language which accompanies the image.
- The explicit or depraved nature of images beyond 'the norm'.
- Any other background information that may increase the risk of harm.

A request for an image under any of these circumstances can also be considered to be an aggravated act. In the case of an aggravated incident, the matter will be referred to police or Children's Services, by welfare officers or the BWA Lead Safeguarding Officer, according to local arrangement.

5.4 Action to be taken by the organisation

Our duty to safeguard children is paramount. Therefore, if there is a strong suspicion that a particular device contains an indecent image of an under 18 year old, then the BWA suggests that: Where the device is available, retain and secure the device and includes reporting the act immediately to the police, if necessary, in order to secure evidence and/or protect a child from harm. You should also inform the welfare officer or the BWA Lead Safeguarding Officer.

If, for example, a child denies they have any such image on their device or refuses to hand over the device, and you are confronting them shortly after the incident has allegedly taken place, they can be asked to produce the device, ideally with two appropriate adults present.

It is vital they do not get the opportunity to delete any images or data themselves. Where the device is not available, or where an incident comes to light after the event, then an immediate referral should be made to the welfare officer and the BWA Lead Safeguarding Officer. If the incident takes place 'out of hours', and there are concerns that the image has been, or will be shared, you should contact the police.

Keep any information limited to those who 'need to know' only. It may be prudent to advise any Leisure Centre Duty Manager of the incident, and if you are still at the location, and the concern falls under the 'aggravated' category above, a decision to contact the police should be made.

Please note, a 'device' can include mobile phones, tablets, laptops, desktop computers, any type of camera or video camera, or any type of technology.

Never view or show the image to another unless there is a clear reason to do so (e.g. police request), or send, print, share, move or save the image anywhere, or allow a child to view, send or share the image. Please remember that it is not the responsibility of officials of the organisation to make decisions about the seriousness of the matter, nor to investigate this crime.

5.5 Prevention of incidents

There are several ways that an organisation can work to reduce the risk of an incident occurring. All members of the organisation, including employees and volunteers, should be educated about the consequences of taking, sharing or using indecent images. It reinforces that the possession or taking of indecent images is illegal, and will not be tolerated in any form.

The reinforcement of clear guidance about mobile phones or devices being taken into changing rooms is also advisable.

Organisations will find excellent resources from the National Crime Agency's CEOP Command (formerly the Child Exploitation and Online Protection Centre) and the NSPCC Share Aware Campaign to assist them. Further advice can be sought from the BWA Lead Safeguarding Officer.