

**Child Protection Legislation and  
Volunteering in Scottish Sport:  
Summary Report**  
Research Digest no. 104

*A research study for **sportscotland***

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## Summary

This research was commissioned to test whether child protection legislation – and in particular the need to complete disclosure checks – is having a detrimental effect of volunteering in Scottish sport. In addition it looked at:

- What impact does child protection legislation – specifically the Protection of Children (Scotland) Act 2003 and the forthcoming Protection of Vulnerable Groups (Scotland) Act 2007– have on those volunteering with children and young people in Scottish sport?
- What impact does the provision of recommended good practice by CHILDREN 1<sup>ST</sup> and **sportscotland** have on those volunteering with children and young people in sport in Scotland?
- Are disclosure check requirements discouraging potential and existing volunteers from volunteering with children and young people in sport?
- Are there any other issues relating to child protection which stop potential new and existing volunteers from volunteering with children and young people in sport.

The findings challenge the idea that disclosure checks create widespread threats and barriers to volunteers. In principle, support was high for both child protection generally and the need for disclosure checks specifically. There is a risk, however, that those with unrelated past criminal convictions will not put themselves forward to volunteer.

Interviews revealed a concern from agency representatives that clubs tend to do a minimum in relation to child protection. For example, volunteer recruitment may be based on availability and clean disclosure rather than including other aspects of suitability.

Some 86% of clubs had designated child protection officers in place, although only 75% of club representatives surveyed had seen best practice guidelines from **sportscotland** and CHILDREN 1<sup>ST</sup> regarding child protection officers.

Multiple disclosure checks for volunteers working across organisations were highlighted as a concern by 65% of volunteers and members in sports clubs (but this should be eliminated through the new legislation coming in to place in 2009).

Respondents were confused over best practice in areas such as when an individual should be disclosure checked and how to deploy volunteers during the disclosure process.

The research recommends information, guidance and shared practice being more readily accessible and volunteer-friendly to address many of the perceived negative impacts of child protection legislation. In addition the resource to provide such hands-on local level support is required.

# 1 Introduction

Following the introduction of the Protection of Children (Scotland) Act 2003, organisations running activities for children have been required to put in place procedures for child protection.

It has been suggested such measures have had a detrimental impact on attracting, retaining and organising volunteers working with children and young people in sport.

Working with CHILDREN 1<sup>ST</sup> and the Scottish Sports Association, **sportscotland** commissioned the Sport Industry Research Centre to investigate the effect of the child protection agenda on volunteering in sport through the more detailed aims of:

- exploring the impact, both positive and negative, of legislation – specifically the Protection of Children (Scotland) Act 2003 and the forthcoming Protection of Vulnerable Groups (Scotland) Act 2007 – on those volunteering with children and young people in sport in Scotland.
- exploring the impact, both positive and negative, of CHILDREN 1<sup>ST</sup> and **sportscotland**'s recommended good practice on those volunteering with children and young people in sport in Scotland.
- determining whether the requirements for disclosure checking are discouraging potential and existing volunteers from volunteering with children and young people in sport.
- determining whether any other issues relating to child protection prevent potential new and existing volunteers from volunteering with children and young people in sport.

The purpose of the research was to help **sportscotland**, the Scottish Sports Association and CHILDREN 1<sup>ST</sup>:

- provide better advice to clubs and Scottish governing bodies of sports (SGBs) in relation to any changes in relevant legislation;
- provide appropriate support and training to SGBs, clubs and volunteers in this area; and
- inform the distribution of resources to support SGBs, clubs and volunteers, including helping identify how child protection can be incorporated positively into the recruitment process for volunteers working with children and young people.

## Research Approach

The research methods for this project included:

- Interviews with 14 representatives of stakeholder agencies<sup>1</sup>.
- An online survey of volunteers and sports club members which attracted responses from nearly 750 volunteers (of whom 85% helped with children or young people), 65 disengaged volunteers and 170 potential volunteers.
- A survey of 52 club representatives covering 15 sports.
- Interviews with 15 club child protection officers; and
- Interviews with 19 Active Schools Coordinators covering clusters in four local authorities<sup>2</sup>.

The interviews were undertaken by telephone in January 2008.

The survey was advertised through posting a link to it on relevant websites and by disseminating via mailings to contacts held by CHILDREN 1<sup>ST</sup>, the Scottish Sports Association, **sportscotland** and the Scottish Association of Local Sports Councils requesting that they pass the link to their clubs to forward to volunteers and members.

Whilst every effort was taken to circulate the survey as widely as possible, it is likely that the sample of volunteers is biased towards those with more active child protection procedures.

Club representatives and child protection officers were recruited through governing bodies of sport. Again there is likely to be a higher response from those who are implementing child protection procedures.

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<sup>1</sup> The agencies were Aberdeenshire Council, Central Registered Body in Scotland, CHILDREN 1<sup>st</sup>, Scottish Council for Voluntary Organisations, Scottish Gymnastics, Scottish Sports Association, **sportscotland**, Volunteer Centre Angus, Voluntary Development Scotland and West Dunbartonshire Council.

<sup>2</sup> Aberdeen City Council, Aberdeenshire Council, Midlothian Council and Moray Council.



## 2 Literature Review

A literature review was undertaken to assess existing evidence in relation to child protection and volunteering and help inform the questionnaire and interview design.

### Threats and barriers to volunteering

Research on sports volunteers for Sport England in 2002 (1) found the main motives given for stopping volunteering were 'not enough time' and 'paid job demands'. In addition volunteers were frustrated by 'lack of others willing to volunteer' and 'work being left to fewer people'.

Scotland's Commissioner for Children and Young People (SCCYP) (2007) (6) surveyed the general public's attitudes towards contact with children and young people. Nearly half of all respondents (48%) gave a fear of false accusation of harming children as a barrier to volunteering, with 34% citing a fear of teenagers in general. It should be noted that a very low proportion (5%) of respondents currently volunteered with children and young people, which is likely to have had a bearing on the findings.

Issues to do with child protection – such as bureaucracy, lack of understanding and legislative issues were also identified as barriers but by a minority of respondents. Willingness to engage with children and young people declined with age and men were less willing than women to consider volunteering.

### Awareness of child protection legislation

The SCCYP research (6) found 70% of respondents had heard of disclosure checking and 62% of the Protection of Children (Scotland) Act 2003.

### Impact of child protection legislation

A survey of individuals by Volunteer Development Scotland in 2006 (2) concluded that disclosure requirements were not problematic to volunteers, although 20% of respondents believed that society was becoming too sensitive to potential risks.

Research in England in 2005 for Volunteering England and the Institute of Volunteering (3) found that the organisations surveyed found disclosure checking time consuming and complicated, which reinforced findings by Rochester in 2001 (4). Smaller organisations felt that the process deterred new volunteers. Lack of transferability of disclosure checks was problematic for those who volunteered for several organisations. In addition there was a feeling that the system was a barrier for some sectors of society, for example gay men with sex offences due to unequal age of consent or people who were unable to produce the required documentation.

The Scottish Executive's research into the sustainability of local sports clubs in 2006 (5) similarly found clubs to be frustrated by the administration caused by

multiple disclosure checks and highlighted child protection issues as a concern to 13% of clubs surveyed. In addition:

- Local authorities and local sports councils surveyed raised concerns over child protection, particularly in relation to clubs' administration and their ability to recruit volunteers.
- A minority of clubs raised concerns about the child protection legislation and its application but the vast majority were supportive of the principle and practice of child protection.
- Clubs identified difficulties in obtaining definitive views and advice on child protection issues including disclosure checking and many were unaware of the 'Child Protection in Sport' service provided by **sportscotland** and **CHILDREN 1<sup>ST</sup>**.

One in a series of 12 case studies on risk management, for Volunteering England and the Institute of Volunteering in 2006 (7) showed four volunteer-run sports organisations that felt that they had not been well supported by their governing bodies in developing good child protection procedures. This research also concluded that volunteers were being put off by a fear of risk and its consequence but that sharing of good practice can help minimise this.

A 2006/07 survey of English volunteering and charitable giving by the Cabinet Office (9) found that 18% of those who volunteer at least once a year (41% for those in education roles) had been asked to undergo a disclosure check, which suggested appropriate use of checks. Only 55% of respondents answered questions on disclosure checks, but 96% of them said they would not mind revealing details of previous convictions and 97% would not mind a disclosure check.

Volunteering England published guidance on screening and disclosure checks (2006) (11) which highlighted there are very few specified crimes which preclude individuals from working with children. It advised voluntary organisations not to write off potential volunteers on their criminal record or past imprisonment alone.

The report of the Commission on the Future of Volunteering; 'Manifesto for Change' (2008) (12) commented that child protection legislative requirements are probably disproportionate in relation to actual risks and can deter potential volunteers, especially those who lack confidence.

## Overview of existing research

Previous research has found:

- people are generally supportive of child protection legislation.
- volunteers are deterred by lack of time and demands of their paid job rather than by disclosure checks.

- the need to carry out separate checks for each organisation the volunteer works with – under the 2003 legislation – is frustrating and time consuming for organisations and volunteers.
- disclosure checking can lead to discrimination against those non-related offences.

Little research has been carried out which looks specifically at the impact of child protection on volunteering with children and young people in sport, especially within a Scottish context. The present research has asked the following key questions:

- Do volunteers, club officials, and Active Schools Coordinators think child protection legislation and in particular disclosure checks are deterring volunteers from working with children and young people in sport?
- How do volunteers rate disclosure checks as a deterrent in comparison to other pressures on volunteers?
- Do people working in child protection roles or volunteering with children and young people feel informed enough in relation to child protection?

The following sections provide the main findings.

### **3 The Impact of Child Protection Legislation**

#### **Legislative Overview**

The Protection of Children (Scotland) Act 2003 came into effect in 2005. It was developed to safeguard children by preventing unsuitable people from working with them. A list of people disqualified from working with children is now kept and it is an offence to knowingly employ such a person.

The Protection of Vulnerable Groups (Scotland) Act 2007 will come into force in 2009. This aims to safeguard vulnerable adults as well as children. It will also deliver a central vetting and barring system – linked to other UK systems – thus alleviating a major criticism of the current system whereby volunteers have to undergo a disclosure check for every new organisation they volunteer with. This system will keep records up to date and should be quicker and simpler for volunteers and clubs, as well as reducing bureaucracy and the costs of implementing checks on new volunteers.

The legislation places a duty on clubs and SGBs to report any concerns and allegations to the Scottish Government, but it is not clear to what extent this occurs or indeed if individuals are aware of how they would make any such report.

The interviews with key agencies suggested there is little evidence of child protection legislation deterring potential volunteers. They did note an overemphasis on disclosure checking at the risk of losing sight of good volunteer recruitment procedures and they raised a concern that clubs generally lack the capacity to manage child protection and disclosure policies effectively.

#### **Child protection in clubs**

Child protection officers – from a range of sports clubs – identified five main benefits of child protection legislation:

- Parents and volunteers feel safer and reassured by the application of child protection legislation.
- Legislation has raised the priority of child protection in clubs and increased awareness.
- There is now regulation and control in the form of disclosure checks.
- There is a code/framework through policies and procedures.
- Clubs are better protected by having appropriate policies and procedures.

Issues with the implementation were also noted:

- Child protection officer roles can be difficult to fill at clubs due to the administrative requirements and time consuming nature of these roles, and the difficult interpersonal issues that may arise with club members and volunteers.
- Pressure on volunteer child protection officers and general lack of volunteer capacity in clubs means that the bare minimum of procedures to safeguard children may be put in place.
- Child protection officers note difficulties in finding out what needs to be done, obtaining training, producing a policy document as well as difficulties identified in the following chapter regarding disclosure checks.
- Another issue related to where legislative requirements end and good practice guidelines begin – for example, it isn't always feasible to ask all parents who may or may not be required to drive junior members to away competitions to undertake disclosure checks.

A survey returned by 52 clubs explored the implementation of child protection procedures. As shown in the Table 1, most clubs had at least one extra procedure in place beyond disclosure checking new volunteers, with a designated child protection officer the most common.

**Table 1: Type of child protection measure clubs have in place**

<b>Child protection measure</b>	<b>Clubs implementing</b>
Designated child protection officer	44 (85%)
Written child protection code of conduct	29 (56%)
Training for working with children	22 (42%)
Taking up references for new volunteers	18 (35%)
Disciplinary measures	15 (29%)
Interviews for potential volunteers	8 (15%)
Selection and assessment process	1 (2%)

Club representatives (of whom 21 were child protection officers) were asked to select the statement which best matched how their club was affected by child protection legislation. The main results are given in Table 2 with respondents indicating strong support for the need and application of child protection.

**Table 2: Application of child protection in clubs**

<b>Statement</b>	<b>Clubs agreeing</b>
It is essential to do child protection properly, as it protects children although involves work for our club	25
Child protection is a good idea in principle, and it is a legal requirement, so we need to do our best to implement it in our club.	19
Child protection is generally a good idea, but practical problems of implementing mean we can't apply it completely	4
Child protection legislation raises so many practical problems that it is too difficult for the club to implement.	1
Base: 49 clubs	

Responses to a question on awareness of child protection responsibilities showed that current volunteers were well aware of their responsibilities with respect to child protection (94% of respondents) with only 2% saying they were unaware of their responsibilities.

## Child Protection and Active Schools

Unsurprisingly, given they are employed to coordinate activity sessions for children within a school environment, Active Schools Coordinators were unanimous in their support for the legislation.

Several Coordinators highlighted that their local authority led by example in applying child protection legislation and ensuring it became integrated and accepted practice. Interviews with Coordinators revealed good practice in volunteer recruitment of which compliance with legislation formed only one part.

It was also suggested that younger people entering sports volunteering have grown up with the child protection culture which meant they had fewer issues with it.

## 4 The Impact of Disclosure Checking

### The disclosure check process

#### Clubs

The most noticeable impact of child protection legislation is that new volunteers are asked to undergo a disclosure check.

The normal process for disclosure checking for clubs as follows:

- A volunteer new to a club – who will be volunteering with children or young people – is asked to complete an enhanced disclosure check.
- The person responsible for administering the disclosure check ('the administrator') can be – depending on local level administration – a representative of the club, the governing body or even the local sports council or local authority. This administrator will send the volunteer the form to complete.
- The volunteer is asked for personal information sufficient to verify their identity including their passport or driving license and a set of other recognised documents which state their name and address – for example a bank statement or TV licence.
- Once the identity of the volunteer is confirmed the administrator sends the forms to Disclosure Scotland.
- If there are any errors noted in the form it will be returned and resubmission is required. The interview with the Central Registered Body in Scotland revealed a 25% error rate in forms submitted.
- A record of offences (or clarification of no offences) is sent to both the volunteer and the administrator. According to the Central Registered Body in Scotland 6.5% to 10% of disclosure checks reveal offences which need to be considered.
- Formal disqualification from working with children is the only automatic exclusion from volunteering with children and young people, therefore, it is up to the administrator to follow local level procedures if any other offence is noted on the disclosure.
- Local level procedures on deciding the suitability of volunteers with offences vary from sport to sport. In some sports the club's child protection officer decides, in others the SGB decides using an expert panel or through consultation with CHILDREN 1<sup>ST</sup>.
- Where the club and sport have good volunteer recruitment procedures in place, decisions on suitability will be made on the overall suitability of the

volunteer rather than solely on the disclosure check. This should apply to both volunteers with clean disclosure checks and those with offences.

- CHILDREN 1<sup>ST</sup> recommend a right to appeal against local level decisions where volunteers have been rejected on the basis of disclosed offences.

The disclosure check process was understood by current volunteers with 91% saying they were aware of what disclosure checks involve and only 4% saying they were unaware.

Of the 52 clubs surveyed, 16 clubs had undertaken no checks over the previous two years. Of the 427 checks that had been carried out 70% had been undertaken by one responding club. It was estimated that on average checks had taken two hours for clubs and volunteers to process. The process had resulted in one check having required a decision and one volunteer having been excluded from working with children.

However, 61 potential volunteers had been lost due to their failure to return forms. As 50 of these forms had been handed out by two clubs this may be an indication of poor volunteer recruitment (and support) procedures.

### **Active Schools**

The procedures for Active Schools Coordinators varied by local authority. In many cases the Coordinators check completed forms for errors and check the ID before passing on responsibility for administration to the local authority.

Decisions on offences were often made by the local authority, but more usually by discussion between the coordinator, their Active Schools Manager, the volunteer and a representative from the school where the volunteer would be deployed in order to assess their suitability.

### **Attitudes towards disclosure checking**

Active Schools Coordinators identified benefits such as the development of a quality standard for those working with children and providing peace of mind to parents. As Coordinators are unable to attend all sessions being run, it is essential that they have complete confidence in the volunteer to run a session for children safely in an unsupervised capacity.

Whilst 71% of clubs did not think there had been any problems with volunteers, there were 10% of clubs who thought that the need to have disclosure check had prevented volunteers from coming forward and had reduced the number of volunteers.

The most negative impact of disclosure checking was deemed to be the need for multiple checks for individuals working across organisations which will be removed by the new legislation.



The other common complaint against disclosure checking related to confusion over the deployment of volunteers during the disclosure process. Organisations were found to be over-applying measures on un-disclosed volunteers by misinterpreting the legislation and barring them from any involvement in the club during the disclosure process. In fact clubs are free to utilise the volunteer but the legislation warns against 'regular unsupervised access' to children and young people while the check is being processed.

This implies that misguidance on procedures is leading to poor volunteer management.

For child protection officers, child protection legislation and disclosure checks are time consuming and respondents felt that their post was difficult to recruit for. Other negative impacts felt included:

- the creation of awkward personal relationships caused by nagging friends to complete their disclosure forms;
- the frustration of collecting separated disclosure forms when you know someone is working under a clean disclosure at another organisation;
- a difficulty in implementing legislation due to being unclear of policies and procedures, for example how to obtain training and understanding who needed to be disclosure checked.

Active Schools Coordinators echoed the issues above and some also suspected that administrative issues posed a barrier in areas of low adult literacy.

Few clubs or Coordinators had experience in having to make a decision on disclosure checks, so views were varied and specific to personal experience.

The most worrying impact of disclosure checks, identified by five respondents to the volunteer survey, was that legislative burdens had led to clubs they knew of disbanding junior sections.

The implication of the finding that few respondents have had to make decision on disclosure checks is that those with a criminal record may not be applying; either because they think that they will be ruled out or because they do not wish to disclose offences of any kind.<sup>3</sup> It is also possible that the higher concentration of those with criminal records – including imprisonment – are in areas of multiple deprivation where the propensity to participate and volunteer in sport is lower.

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<sup>3</sup> Volunteering England (11) estimated that at least 20% of the working population has a criminal record and that one in three men under the age of 30 have criminal convictions.

## Volunteers and disclosure checking

Around two thirds of the current volunteers who participated in the survey had undergone a disclosure check. Of those who considered they may in future consider volunteering at a sports club, only 5% said that they had been put off doing so by the prospect of having to have a disclosure check. Disclosure checks being off-putting to volunteers, especially for the role of child protection officer, was identified by 25 respondents.

However, 62% of current volunteers agreed that repeat disclosure checks required for each organisation volunteered for discourage people from volunteering. A further comment on this was made by 168 responses to open questions.

Whilst 29% of volunteers disagreed, 42% of volunteers thought that disclosure checks discourage people from volunteering because of the paper work and private details required.

The online survey tested how current volunteers viewed the impact of disclosure checks by asking them to rate their agreement to eight statements (Table 3).

**Table 3: How volunteers rate disclosure checks<sup>4</sup>**

<b>Statement</b>	<b>Agree/ Strongly agree</b>	<b>Disagree/ Strongly disagree</b>
Disclosure checks give me confidence that the club has met its legal requirements	79%	7%
They help to give parents confidence in volunteers	77%	8%
They are an important procedure in ensuring the safety of children	75%	8%
They help to remove unsuitable volunteers	62%	16%
They help to give children and young people confidence in volunteers	53%	19%
Base: 744		

- At least three quarters of current volunteers felt that disclosure checks give confidence that the club meets legal requirements; provide parents with confidence in volunteers and help to ensure the safety of children. This was further supported by 63 answers to open questions which expressed the opinion that the disclosure process is essential.

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<sup>4</sup> Respondents were also allowed to tick 'neither agreed nor disagreed' hence the rows not summing to 100%.

- 62% of volunteers agreed that disclosure checks help remove unsuitable volunteers, although 16% believed they did not. 38 respondents expanded that inappropriate behaviour is missed by the system, making it insufficient as a check of suitability.
- 53% of volunteers thought that children and young people had confidence in volunteers due to disclosure checks, but 19% did not.
- When responses were broken down further, male volunteers and volunteer coaches were more likely to agree with negative statements and disagree with positive statements. Male volunteers were also identified by one Active Schools Coordinator as being more reluctant to volunteer due to the threat of false accusation of harming a child.

## Disclosure checking as a threat to volunteering

When respondents were asked to rate the importance of potential threats to their personal willingness to volunteer with children or young people, 'not enough time' and 'paid job demands dwarfed any other threat. In addition, potential volunteers highlighted 'do not have the right skills/experience'.

Disclosure checking was found to be of importance to few disengaged volunteers, (4%) and overall it was rated as very or fairly unimportant as a threat to volunteering.

Other threats given were:

- Current volunteers said not enough help (4%), child protection issues (4%) and too much administration and bureaucracy (4%).
- 37% of disengaged volunteers responded with other important reasons why they had stopped volunteering of which two-thirds related to either moving location or taking on full-time employment.

Only eight potential volunteers responding (out of 166) felt that the prospect of a disclosure check had put them off volunteering.

The findings (Table 4 on next page) suggest that while the system has its complaints, disclosure checking is a low level threat to volunteering by comparison.

**Table 4: Threats to volunteering**

	Current volunteers		Disengaged volunteers		Potential volunteers	
	VI/FI %	VU/FU %	VI/FI %	VU/FU %	VI/FI %	VU/FU %
Not enough time to spare	63	20	62	22	77	12
Demands of paid job	56	28	55	21	29	22
Do not have the right skills/experience	30	48	16	54	49	29
Too formal/too much paperwork	30	43	14	54	25	47
My efforts as a volunteer are not appreciated	26	51	22	57	15	56
Family/partner complained about it	23	51	8	60	14	58
My children are no longer involved with the club	20	58	27	52	13	56
The club is too disorganised	19	55	10	60	15	58
I do not fit in with the other people involved	15	63	8	60	13	55
Requirement for disclosure check	15	66	4	75	12	67
Prefer just to play sport	15	53	17	51	31	35
Starting a family	11	67	13	54	20	48
Any reason involving money	11	66	11	60	11	64
I am too old	8	66	10	66	9	65
	Base: 745		Base: 63		Base: 163	

Note: VI/FI indicates the percentage of respondents who rated the threat as 'very important' or 'fairly important' and VU/FU is where they rated the threat 'very unimportant' or 'fairly unimportant'

## Forthcoming legislation

Only five Active Schools Coordinators had heard of the new legislation which comes into place in 2009.

In general respondents felt positively towards the new legislation as it provided the transferability of disclosures and the central register. It was felt that this would speed up volunteer recruitment and reduce the burden of work associated with administering disclosure forms. It is important that this is noted in the wider context of volunteer recruitment and retention, of which child protection and disclosure checks are only a part.

There is a need to effectively communicate information about the new legislation to all stakeholders, especially in relation to how automatic bans will be determined. The extension of the legislation to cover vulnerable adults as well as children will have to be well defined to SGBs and clubs, so as to help them understand who the legislation safeguards.

The management of retrospective disclosure checking will have to be handled sensitively. That said, it should be noted that some SGBs have already voluntarily implemented this change and there may be lessons to learn from their experience.

## 5 Impact of Recommended Good Practice

**sportscotland** and CHILDREN 1<sup>ST</sup> produced a second edition of guidelines aimed at Scottish governing bodies of sport in 2006<sup>5</sup> entitled 'Creating a safe environment for children in sport' (8). The guidelines were pulled together to help governing bodies to develop and implement their own policies and procedures for child protection.

Given the relatively low number of clubs surveyed, it is difficult to draw strong conclusions on how well good practice is filtering down to clubs. However, both the individuals and clubs surveyed in this research claimed high levels of satisfaction with the advice and information they had received about child protection:

- 75% of club representatives had seen good practice guidelines.
- Two thirds of current sports club volunteers agreed that they had received good advice on child protection from their clubs, whilst 11% disagreed.
- Only two clubs said that they had received insufficient information about child protection and disclosure.
- 80% of child protection officers valued the support that they had received in implementing child protection procedures.

Two thirds of the child protection officers interviewed sought advice from their SGB. Half of the club representatives also looked to their governing body for information (see Table 5), with **sportscotland** and CHILDREN 1<sup>ST</sup> also being important sources.

**Table 5: Sources of information for child protection information used by clubs**

Source of information <sup>6</sup>	Clubs using them
Governing body of sport	26
<b>sportscotland</b>	14
CHILDREN 1 <sup>ST</sup>	12
Local government development officer	5
Base: 52 clubs	

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<sup>5</sup> The first edition was prepared in 2002.

<sup>6</sup> Clubs also identified a Volunteer Centre, Disclosure Scotland, their employer, an education authority, a local sports council and Safer Scotland.

Where smaller governing bodies are operating child protection support in a voluntary capacity, the support of the Child Protection in Sport Service was deemed extremely valuable.

Interviews with Active Schools Coordinators revealed a feeling that not enough information on child protection legislation could be accessed, with one effect of this appearing to be an over-cautious approach to recruiting volunteers. Independently to SGB guidelines, Active Schools Coordinators were able cite good practice that they as individuals were employing in recruiting volunteers:

- One coordinator interviews each volunteer after the disclosure check before the volunteer can commence work.
- Another coordinator carries out a risk assessment with new volunteers.
- A third coordinator gives new volunteers a volunteer handbook and offers training in areas such as child protection.
- One coordinator discusses child protection regulations and issues with volunteers before they start work.

More than half of the interviewed child protection officers also felt that additional support would be helpful, particularly if offered through forums and websites.

The survey results conflicted with key agency interviews in that they showed a high level of information awareness, whereas the interviewees believed the knowledge of legislation to be patchy and adoption of best practice inconsistent. This could be due to sample and response bias in favour of those with more experience of disclosure procedures.

The objectives of informing sport about child protection and promoting best practice are compatible and require further sustained action from lead bodies such as **sportscotland** and CHILDREN 1<sup>ST</sup>. This is especially the case with new legislation about to take effect.

## 6 Recommendations

The majority of volunteers are in favour of child legislation and disclosure checking and child protection appeared as a low level threat to an individual's likelihood to volunteer. In general the principle of child protection is met with approval, but the practice poses problems.

The issue of multiple checks for volunteers working with more than one organisation and its associated administrative time will be helped by the introduction of Protection of Vulnerable Groups (Scotland) Act 2007.

The research concludes that a focus on information, guidance and shared practice being more readily accessible and volunteer-friendly will address many of the perceived negative impacts of child protection legislation. In addition the resource to provide such support is required.

### Information related recommendations

#### Further information/advice needs

The research has revealed a number of issues on which there is lack of clarity at best and confusion at worst, for example:

- Clear advice is needed on how to respond to information about past offences.
- Clear advice on the types of roles and activities suitable for volunteers pending disclosure should be available.
- Clear definitions are required on the type of volunteer duties which would demand disclosure by law as opposed to those for which disclosure is advisable. Types of duties for which disclosure is unnecessary should also be defined.
- There is no clear and simple guidance on how you should report concerns or allegations raised.

**RECOMMENDATION 1: sportscotland and CHILDREN 1<sup>ST</sup> need to provide clear and consistent information and advice.** This must be easily accessible by volunteers, clubs, Active Schools Coordinators and governing bodies. The Child Protection in Sport website could provide a portal for this.

#### Clear guidance

The practical implications of child protection legislation are unclear at all levels of sports administration. Actions detrimental to volunteering; such as potential volunteers being prevented from coming forward and disclosures being requested unnecessarily; arise from misinterpretations. Misinterpretations in the media could also discourage volunteering.



**RECOMMENDATION 2: A clear guide (a 'legislation made simple') to the implications of the legislation for volunteers in sport, with a set of FAQs, should be published for clubs to hand to volunteers.**

**RECOMMENDATION 3: A clear practical guide needs to be produced for child protection officers in clubs and SGBs.**

### **Models of good practice**

Some clubs and SGBs that have successfully incorporated meeting the requirements of child protection legislation into a broader approach of developing good practice working with children.

**RECOMMENDATION 4: The approach of these clubs should be presented as case studies on the appropriate websites. These should include the full range of size of club and SGB, so others can see what it is practical for a club or SGB of their own size to do.**

### **Promotion and public relations**

There is a need for lead bodies to actively promote both the purpose and benefits of the legislation and to position it positively as part of more comprehensive procedures for the development of volunteers. This should cover:

- The dissenting minority of volunteers
- Potential volunteers and clubs.

Despite the positive findings of the primary research, there is a suspicion among key stakeholders that a great many clubs, whilst fine with the principle of child protection, are doing the minimum to implement it. For those less enthusiastic clubs and for the vocal minority of dissenters, it is necessary for sustained public relations and promotional effort, as well as support and guidance, to attempt to win them over.

**RECOMMENDATION 5: Education and awareness raising will be vital in helping to ensure that forthcoming changes in child protection legislation are successful. Promotional efforts need to broadcast the fact that disclosure checking is getting easier; but also warn that the new process does not mean that clubs are going to be relieved of important decisions and procedures.**

### **Support with implementing child protection legislation**

Sport now operates in a tighter administrative framework than in the past. Whilst this offers the opportunity for new volunteers with different skills to become involved in clubs, there may be the need for existing volunteers to take on an additional administrative child protection role. In addition, **sportscotland**

has made funding to SGBs conditional on implementing child protection policies.

**RECOMMENDATION 6: It is recommended that additional funding is channelled through sportscotland, to employ staff to support local level implementation of the legislation. The remit of these staff should be, within the context of volunteer recruitment and support, to:**

- **advise on good practice in working with children, and also;**
- **specifically to support implementation of child protection legislation.**

This funding should be distributed to the umbrella organisations that presently support the sports clubs in proportion to the support they give, for example, governing bodies and local sports councils. This recommendation is contingent on improvements in guidance being implemented as suggested above.

Support for clubs needs to include help in succession planning for child protection officer posts, which the research evidence suggests are, or may become, difficult to fill. If the fear expressed earlier is correct - about the lack of capacity at club level to cope fully with child protection responsibilities - then even excellent support from SGBs will not be sufficient. More specific support may be needed.

**sportscotland** should advise SGBs on the most effective way they can offer a combined umbrella disclosure check service. Large SGBs will be able to offer their own but smaller ones will need to combine.

## Further research

Potential further research in this area was identified, including:

- Case studies of clubs to examine practical difficulties faced by clubs in implementing disclosure checks and the work of CPOs.
- The support role provided by SGBs to CPOs, especially where SGB staff are themselves volunteers.
- Annual monitoring of disclosure checks undertaken by umbrella organisations – on behalf of sports clubs – and the outcomes of these, to assist in determining the extent to which people might be discouraged from volunteering.

## Final conclusions

Sport has widely accepted the introduction of child protection legislation and there is no evidence that volunteers feel that it is a major barrier to volunteering when compared with other issues.

Better provision of information and accessibility of guidance on child protection in sport contribute to child protection becoming an accepted and integrated part of good volunteer recruitment and retention.

Volunteers – especially those in a child protection officer role – need continued dedicated support in order that child protection is applied effectively and does not detract from a club's ability to develop their sport.

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## Appendix 1: Organisations

**sportscotland** is the national agency for sport in Scotland with the aim of increasing participation and improving performance. <http://www.sportscotland.org.uk/>

**Scottish Sports Association (SSA)** is the independent voice of sports governing bodies in Scotland. <http://www.scottishsportsassociation.org.uk/>

**Scottish governing bodies of sport (SGBs)** exist to provide a formal structure for amateur and professional sports clubs in Scotland. They have a duty to promote their sport, develop coaching resources and provide competitive opportunities at all levels. <http://www.sportscotland.org.uk/ChannelNavigation/Resource+Library/Publications/Governing+Bodies+of+Sport+in+Scotland.htm>

**The Scottish Association of Local Sports Councils (SALSC)** leads the way in promoting interest and participation in sport at local level with the support of a host of member local Sports Councils and other agencies located throughout the length and breadth of Scotland. <http://www.salsc.org.uk/>

**CHILDREN 1<sup>ST</sup>** (the Royal Scottish Society for Prevention of Cruelty to Children) has a mission to give every child in Scotland a safe and secure childhood. <http://www.children1st.org.uk/>

**Child Protection in Sport Service (CPiS)** is a partnership between CHILDREN 1<sup>ST</sup> and **sportscotland** which helps sporting organisations put safeguards in place to keep children and young people safe. They provide advice, consultancy and training on the development and implementation of child protection policies and procedures. <http://www.childprotectioninsport.org.uk/>

**Volunteer Development Scotland (VDS)** is Scotland's Centre for Excellence in volunteer development and provides a point of contact for all volunteering matters, encouraging and supporting best practice. <http://www.vds.org.uk/>

**Central Registered Body in Scotland (CRBS)** is a service operated by Volunteer Development Scotland which is the national clearing house for free disclosures for volunteers in the voluntary sector in Scotland. <http://www.crbs.org.uk/>

**Scottish Council for Voluntary Organisations (SCVO)** is the national body which represents some 45,000 voluntary organisations in Scotland. <http://www.scvo.org.uk/scvo/Home/Home.aspx>

**Scotland's Commissioner for Children and Young People (SCCYP)** (Kathleen Marshall) is responsible for meeting Scotland's responsibilities to promote and safeguard the rights of children and young people living in Scotland under the United Nations Convention of the Rights of the Child. <http://www.sccyp.org.uk/>

**Active Schools** is a term given to all schools in Scotland that provide pupils with sufficient opportunities to get active to the extent that it makes a positive contribution to their health. Instrumental to delivering Active Schools is the development of a staffing network of 630 Co-ordinators and 32 Managers. <http://www.sportscotland.org.uk/ChannelNavigation/What+we+do/TopicNavigation/Active+Schools+Network/Active+Schools+Network.htm>

**Disclosure Scotland** manages and operates the Disclosure Service in Scotland on behalf of the Scottish Government and is responsible for planning, managing and operating the new central and barring service as provided in the Protection of Vulnerable Groups (Scotland) Act 2007. <http://www.disclosurescotland.co.uk/>

**Volunteer Centre Network Scotland**, made up of 32 Volunteer Centres aims to create a Scotland where everyone who wants to volunteer can do so. <http://www.volunteerscotland.org.uk/default.aspx>

## Appendix 2: Sports involved

Which sport are you involved with (main sport)?

Sport	Online Survey	Club Survey
Athletics	73	9
Badminton	4	-
Basketball	14	-
Cricket	7	-
Curling	12	-
Cycling	31	-
Disability Sport	2	-
Equestrian	3	3
Football	8	1
Golf	13	4
Gymnastics	8	-
Hockey	50	2
Judo	4	-
Karate	30	2
Mountaineering	6	-
Netball	12	8
Orienteering	35	-
Rowing	2	-
Rugby	242	3
Sailing	46	4
Shinty	25	4
Snowsports	21	1
Squash	12	2
Swimming	125	6
Table Tennis	2	-
Tennis	42	3
Volleyball	8	-
Other	140	-
Not specified	2	-
<b>Total</b>	<b>979</b>	<b>52</b>



## Appendix 3: Interview questions for key agencies

1. Clarify role of interviewee and basis of interviewee's understanding of child protection legislation and volunteering.

*[In the course of asking the following questions, check that our understanding of the disclosure process is correct, but don't go through it in detail with interviewees.]*

2. What have been the benefits of child protection legislation in practice? NB

a) Has it been beneficial in ruling out potential volunteers who have criminal records?

b) Is there evidence of this – ie number of positive disclosures?

c) Is there any indication of the number of people who have not put themselves forward for volunteering because they have a criminal record which would have prevented them volunteering?

3. What are the main problems with the current child protection legislation? Is there any chance that it may have reduced the number of volunteers? *Prompts:*

a) Are potential volunteers deterred by the need to have a CRB check?

b) Are potential volunteers deterred by the process of the check – i.e. inability to produce the forms (young people, recent immigrants, people who have recently changed address), or put off by the physical process of producing the forms?

c) Is there a perception by volunteers of invasion of privacy/lack of trust? e.g. is the long-standing volunteer insulted by being required to do this check?

d) Is there a lack of capacity at club level to manage the checking process?

e) Does it involve too much bureaucracy at local and national levels, slowing down or stopping volunteer recruitment generally?

f) Does the level of organisation taking the decisions to stop volunteers mean more people are prevented from volunteering? e.g. are national decisions more exclusive than local decisions?

g) At the local level, is it clear and consistent which offences preclude people from doing which jobs?

h) Is the implementation of the legislation too indiscriminate? i.e. is there a danger of anyone with a criminal record being rejected? If a potential volunteer proves to have an offending record which prevents them working with children but does not prevent them doing other jobs for the club, how is this handled? Is it handled in a way that will still allow the person to volunteer?

i) At club or SGB level, is there an unwillingness to use discretion once a disclosure check has come through?

4. What other problems has child protection caused for volunteering? *Prompts:*

j) Is there a concern, at club or SGB level, that there is a lack of more precise guidance on how to use discretion?

k) Does child protection prevent or reduce 'hosting' arrangements for child competitors at events?

5. What is your knowledge of proposed legislative changes for 2009?

6. And what is your reaction to proposed legislative changes for 2009? Will it reduce problems?

*If there is time, go to more general questions:*

7. Is there universal support for the need for child protection legislation regarding sports club volunteers?

8. How seriously is child protection legislation taken at national and local levels?

*Prompt:* One extreme is the appointment of child protection officers, policies, training, and embedding disclosure procedures and volunteer training into systems. The other extreme is to carry on as before and only implement disclosure procedures partially or 'do the bare minimum necessary'..

9. Have attitudes to child protection legislation changed over time?

*Prompt:* e.g. initial support in principle but later, when experienced, raise objections; or alternatively, initial fear of implications but later, when used to the processes, they become part of normal practice.

10. What differences, if any, have there been in the effects of child protection legislation between national bodies (e.g. SGBs) and local organisations (e.g. clubs)?

## Appendix 4: Club questionnaire

sportscotland

CHILDREN 1<sup>ST</sup>



### Child Protection Legislation and Volunteering

Please complete the questions below by typing in the shaded areas, checking the appropriate boxes or selecting an answer from the drop-down menus as appropriate.

1. Club Name:

2. Sport:

3. What is your role within your club?

If other, please state:

4. How many adult members [18 and over] are there in your club?

5. How many junior members [under 18] are there in your club?

6. Does your club have a designated officer to deal with child protection?

7. Have you seen the best practice guidelines on having a designated officer from **sportscotland** and Children 1st?

8. In the past 2 years how many disclosure checks have you asked for?
9. In the past 2 years how many of the disclosure checks you have asked to be made have produced results that meant that:
- a) you could not use a volunteer as the applicant was automatically excluded from working with children.
- b) a decision had to be made about the suitability of the applicant – either by your club or by the sport's Governing Body.
10. In the cases in which you had to make a decision about the applicant, how many did you prevent from volunteering? *Check here if not applicable*
11. In the past 2 years how many potential volunteers that you have asked to take a disclosure check have not actually taken it, for whatever reason?
12. Has the need to have a disclosure check deterred potential new volunteers from coming forward, so the number of people volunteering has been reduced?
13. Once a potential volunteer has made them self known to the club and been told that they need to have a disclosure check, has this been an additional barrier to them becoming a volunteer?
14. Please indicate your overall views on how complying with child protection legislation affects your club, by ticking one of the following that you most agree with.
- a) It is essential to do it properly, as it protects children, although it involves work for our club.
- b) It is a good idea in principle, and it is a legal requirement, so we need to do our best to implement it in our club.
- c) It is generally a good idea, but the practical problems of implementing it in our club mean we can't apply it completely.
- d) It raises so many practical problems that it is too difficult for our club to implement it.



15. Apart from disclosures, does your club use any other child protection measures or recruitment practices which might help child protection? *Please select all that apply.*

Written code of conduct for working with juniors

References, informal or formal, for new volunteers

Disciplinary measures

Training for working with children

Interviewing potential volunteers

Other

If "other" please specify:

**Only answer questions 16 - 20 if you act as the Child Protection Officer/Coordinator for your club.**

16. How much time does it take for you to process the average disclosure check, i.e. the actual time it is worked on, including all parts of the process?

17. How much time does it take for the average volunteer to complete the disclosure form?

18. Where has the information you have on child protection and disclosure checking come from? *Please select all that apply.*

Scottish sport governing body

Children 1<sup>st</sup>

**sportscotland**

Volunteer centre

Local government development officers

Other

If "other" please specify:

19. a) Do you have sufficient information about child protection and disclosure checking?

b) If no, what aspects of Child Protection and disclosure checking would you like more information on?

Please save your completed questionnaire and e-mail it back to us ([G.Hart@shu.ac.uk](mailto:G.Hart@shu.ac.uk)). If you have any questions, please feel free to contact me by e-mail or by phone 0114 225 2535.

**Thank you very much for your help with this survey.**

## Appendix 5: Child protection officer questionnaire



### Child Protection Legislation and Volunteering

Please complete the questions below by typing in the shaded areas, checking the appropriate boxes or selecting an answer from the drop-down menus as appropriate.

1. Club Name:
  
2. Sport:
  
3. How many adult members [18 and over] are there in your club?
  
4. How many junior members [under 18] are there in your club?
  
5. Where has the information you have on child protection and disclosure checking come from? *Please select all that apply.*

Scottish sport governing body

Children 1<sup>st</sup>

Volunteer centre

Local government development officers

**sportscotland**



Other

If "other" please specify:

6. Do you have sufficient information about child protection and disclosure checking?
7. If you do not – what aspects of Child Protection and disclosure checking would you like more information on?
8. Apart from disclosures, does your club use any other child protection measures or recruitment practices which might help child protection? *Please select all that apply.*

Written code of conduct for working with juniors

References, informal or formal, for new volunteers

Disciplinary measures

Training for working with children

Interviewing potential volunteers

Other

If "other" please specify:

9. What have been the main benefits of the implementation of Child Protection legislation?
- 10.a) What have been disadvantages of the implementation of Child Protection legislation?
- 10.b) Why have there been these disadvantages?
11. As a club child protection officer, what problems have you had to overcome in implementing the legislation?

12. How much time does it take for you to process the average CRB check, i.e. the actual time it is worked on, including all parts of the process?

13. How much time does it take for the average volunteer to complete the disclosure form?

14.a) Do you receive any support in implementing the Child Protection legislation?

14.b) If yes, from whom do you receive this support?

14.c) Is this support valuable?

15.a) Would additional support on Child Protection be useful?

15.b) If yes, what would it help you with and how could it be provided?

16. The main aspects of new legislation proposed to be introduced in 2008 are:

- A volunteer will only have to make one disclosure to get their name on a central register. So they will not need to do a separate check for each organisation they volunteer for. If someone has already had to make a disclosure for paid employment, they will not have to make a separate one for volunteering.
- Similar checks will be required for working with vulnerable adults.
- Retrospective disclosure may be required – so all volunteers will have to go through the process.

What are your views on these changes?

Please save your completed questionnaire and e-mail it back to us ([G.Hart@shu.ac.uk](mailto:G.Hart@shu.ac.uk)). If you have any questions, please feel free to contact me by e-mail or by phone 0114 225 2535.

**Thank you very much for your help with this survey.**



## Appendix 6: Interview questions for Active Schools coordinators

1. Clarify role of interviewee and basis of interviewee's understanding of child protection legislation and volunteering.

2. What have been the benefits of child protection legislation in practice? NB

a) Has it been beneficial in ruling out potential volunteers who have criminal records?

b) Is there evidence of this – ie number of positive disclosures?

c) Is there any indication of the number of people who have not put themselves forward for volunteering because they have a criminal record which would have prevented them volunteering?

3. What are the main problems with the current child protection legislation? Is there any chance that it may have reduced the number of volunteers? *Prompts:*

a) Are potential volunteers deterred by the need to have a CRB check?

b) Are potential volunteers deterred by the process of the check – i.e. inability to produce the forms (young people, recent immigrants, people who have recently changed address), or put off by the physical process of producing the forms?

c) Is there a perception by volunteers of invasion of privacy/lack of trust? e.g. is the long-standing volunteer insulted by being required to do this check?

d) Is there a lack of capacity at school level to manage the checking process?

e) Does it involve too much bureaucracy at local and national levels, slowing down or stopping volunteer recruitment generally?

f) Does the level of organisation taking the decisions to stop volunteers mean more people are prevented from volunteering? e.g. are national decisions more exclusive than local decisions?

g) At the local level, is it clear and consistent which offences preclude people from doing which jobs?

h) Is the implementation of the legislation too indiscriminate? i.e. is there a danger of anyone with a criminal record being rejected? If a potential volunteer proves to have an offending record which prevents them working with children but does not prevent them doing other jobs, how is this handled? Is it handled in a way that will still allow the person to volunteer?

i) At school or local education authority level, is there an unwillingness to use discretion once a disclosure check has come through?

4. What other problems has child protection caused for volunteering? *Prompts:*

j) Is there a concern that there is a lack of more precise guidance on how to use discretion?

k) Does child protection prevent or reduce 'hosting' arrangements for child competitors at events?

5. What is your knowledge of proposed legislative changes for 2009?

6. And what is your reaction to proposed legislative changes for 2009? Will it reduce problems?

*If there is time, go to more general questions:*

7. Is there universal support for the need for child protection legislation regarding sports volunteers?

8. How seriously do you think child protection legislation taken at national and local levels?

*Prompt:* One extreme is the appointment of child protection officers, policies, training, and embedding disclosure procedures and volunteer training into systems. The other extreme is to carry on as before and only implement disclosure procedures partially or 'do the bare minimum necessary'.

9. Have attitudes to child protection legislation changed over time?

*Prompt:* e.g. initial support in principle but later, when experienced, raise objections; or alternatively, initial fear of implications but later, when used to the processes, they become part of normal practice.

## Appendix 7: Volunteers questionnaire

This survey is designed to find out how you feel about child protection legislation and disclosure checks of volunteers. It is being conducted by the Sport Industry Research Centre at Sheffield Hallam University, for **sportscotland** and Children 1<sup>st</sup>. It is very important that **sportscotland** has your opinions because child protection legislation is being changed and the views of club members and volunteers are vital to ensure the changes are appropriate. As an incentive to take part in the research, sportscotland will enter completed surveys into a prize draw offering one lucky club £200 of sports equipment. We do not ask for your name or contact details and all your responses will be treated as confidential so please answer as honestly as you can/ If you are happy to process, thank you for agreeing to help.

1a. Name of sports club?

1b. Please identify the main sport with which you are / were involved with at this club. (Cross one box only)

Athletics	Badminton	Basketball	Boxing	Cricket
Curling	Cycling	Disability sport	Equestrian	Football
Golf	Gymnastics	Hockey	Ice Sports	Judo
Karate	Mountaineering	Netball	Orienteering	Rowing
Rugby Union	Sailing/Yachting	Camanachd/Shinty	Skiing/Snowboarding	
Squash	Swimming	Table Tennis	Tennis	Volleyball
Other				

2. Are you a parent/guardian of a child/young person (under 18) who participates at this or another club?

Yes No

3a. Are you currently a volunteer with this or any other sports club? *A volunteer is defined as helping the club and receipt either no remuneration or only expenses*

Yes [Go to Q4] No

3b. Were you a volunteer at this or any other sports club in the past?

Yes [Go to Q10] No [Go to Q11]

### CURRENT VOLUNTEERS

4. For approximately how many years have you been a volunteer at this club?

5a. As a volunteer at this club, do you help with children or young people (under 18 years)?

Yes No [Go to Q7]

5b. Do you help with children or young people in any of the following roles?

*(Please mark all the roles you help with)*

Management and administration	Coaching	Supervising and leading
Officiating	Providing Transport	
Other (please specify)		

6. For approximately how many years have you been helping with children or young people?

7. As a volunteer at this club, have you been asked to complete a Disclosure Check?

Yes No

8. Please indicate your level of agreement with each of the following statement by marking the appropriate box in each row.

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
-------------------	-------	----------------------------------	----------	----------------------

I am aware of my responsibilities with respect to Child Protection  
 I am aware what Disclosure Checks involve  
 I have had good advice on Child Protection from the club

9. Please indicate how important the following factors are as threats to you continuing to volunteer at the club? *Please mark one box in each row*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
-------------------	-----------	---	-------------	---------------------

Starting a family  
 Demands of paid job  
 Not enough time to spare  
 I do not fit in with the other people involved  
 Do not have the right skills / experience  
 Any reason involving money  
 My efforts as a volunteer are not appreciated  
 I am too old  
 Family / partner complained about it  
 Too formal / too much paperwork  
 Requirement for disclosure check  
 Prefer just to play sport  
 The club is too disorganised  
 My children are no longer with the club

**DISENGAGED VOLUNTEERS**

10. Please indicate how important the following factors were as reasons for you stopping volunteering? *Please mark one box in each row*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
-------------------	-----------	---	-------------	---------------------

Starting a family  
 Demands of paid job  
 Not enough time to spare  
 I did not fit in with the other people involved  
 Did not have the right skills / experience  
 Any reason involving money  
 My efforts as a volunteer were not appreciated  
 I was too old  
 Family / partner complained about it  
 Too formal / too much paperwork  
 Requirement for disclosure check  
 Preferred just to play sport  
 The club was too disorganised  
 My children are no longer with the club

10a. Please indicate (below) and other very important factor(s) that stopped you volunteering.

[If you answered Q10 please go to Q13]

**POTENTIAL VOLUNTEERS**

11. Please indicate how important the following factors are as barriers to you offering to volunteer? *Please mark one box in each row*

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
Starting a family					
Demands of paid job					
Not enough time to spare					
I did not fit in with the other people involved					
Did not have the right skills / experience					
Any reason involving money					
My efforts as a volunteer were not appreciated					
I was too old					
Family / partner complained about it					
Too formal / too much paperwork					
Requirement for disclosure check					
Preferred just to play sport					
The club was too disorganised					
My children are no longer with the club					

11a. Please indicate (below) and other very important barrier(s) to you offering to volunteer.

12. Have you considered volunteering at a sports club, but the prospect of having to have a disclosure check has prevented you from doing so?

Yes                      No

13. Please indicate your level of agreement with each of the following statements about Disclosure Checks.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
They give me confidence that the club has met its legal requirements					
They are an important procedure in ensuring the safety of children					
They help to remove unsuitable volunteers					
They help to give children and young people confidence in volunteers					
They help to give parents confidence in volunteers					
They discourage volunteers because people need a new check for each new organisation					
They discourage people from volunteering because of the paper work involved					
They discourage people from volunteering because of the private details they require					

14. If you have any further general or specific comments (positive or negative) about Child Protection and Disclosure Checks, please write them in the space below.



15. How many years have you been a member of, or associated with this club?

16. Gender?

Male                      Female

17. Age?

16-24   25-34   35-44   45-54   55-64   65+

18. Employment status?

In full-time employment                      In part-time employment                      Unemployed  
Retired    In full-time education                      Other employment status

Thank you for taking the time to help with this important research.  
Please return the completed questionnaire in the prepaid envelope  
or send to:

Sport Industry Research Centre  
Sheffield Hallam University  
Room A118 Collegiate Hall  
Collegiate Campus  
Sheffield

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