

LTA SAFEGUARDING STRATEGY 2021-23

INTRODUCTION & MISSION

The LTA are clear that nothing is more important than safeguarding those who play our sport from harm. We recognise the contribution that sport can make to both physical and mental health, national pride and social development when supported by a commitment to safeguarding young people and adults at risk. The LTA values of Integrity and Excellence align directly to the Safeguarding strategy and mission:

Develop and implement the highest safeguarding standards across tennis

In support of the strategy, safeguarding is discussed at LTA Executive Team level and is a standing agenda item at each Board meeting. Safeguarding is also a workstream of the tennis development Board sub-committee ensuring close working with tennis volunteers. A member of the LTA Board has specific responsibility for safeguarding. A dedicated expanded safeguarding team are in place to lead and coordinate activity within this area with responsibility to ensure the LTA meets the commitments set out in this strategy.

OBJECTIVES

Extensive consultation has taken place across the sport involving over 400 welfare officers, 50 coaches and 200 licensed officials. We have also worked with Sport England, the CPSU and the Sport England Advisory Panel to develop four key objectives for our 2021-2023 strategy;

- Implement the highest safeguarding standards for venues and the workforce.
- Increase percentage of venues and volunteers being "very aware of safeguarding issues" to 80%
- Increase percentage of people saying they receive very good safeguarding support to 60% (+14%) for venues, 65% (+6%) for volunteers, and 75% (+8%) for coaches.
- Be the Governing body with best reputation for safeguarding excellence in Britain.

These objectives will be achieved across 6 pillars of work;

TRAINING AND DEVELOPMENT:

- Lead development of a new innovative online safeguarding course working with Sport England and external partners.
- Refresh LTA Board, Council, colleague and volunteer safeguarding training.
- Development of innovative training and CPD for key stakeholders working with children/adults at risk in the sport.
- Develop a new pastoral support training programme for those undertaking such roles on trips.
- A new network of at least 25 youth welfare officers.

AWARENESS AND ENGAGEMENT:

- Increase visibility of Safeguarding across the sport.
- Ensure a yearly business wide safeguarding strategy communications plan is in place.
- Schedule annual safeguarding conferences and create new networks for volunteers.
- Increase percentage of coaches who feel transporting children alone is unacceptable.
- Increase awareness of safeguarding amongst parents.

SAFEGUARDING STANDARDS

- All relevant LTA-registered venues to receive a safeguarding support visit by 2023.
- All performance-accredited centres to receive an annual support visit with the performance team and regional safeguarding officer.
- Develop a revised support visit process to ensure continuous improvement.
- Ensure 100% of L2-5 coaches working in registered venues are accredited by end 2021.

CASE MANAGEMENT:

- Produce an annual report on the state-of-play of safeguarding in tennis for stakeholders.
- Launch a new Disciplinary Code to modernise and streamline case handling along with associated new Committee structure in place.
- Develop of information sharing arrangements with statutory agencies and other NGBs.
- Ensure a new contract is in place with an improved case management system to provide accurate statistics and data to inform policy.

COMPETITIONS:

- Implement new competition standards and associated audit process.
- Officials' Licence scheme extended to competition organisers to ensure all officials are safeguarding trained, subject to DBS checks and licensed to the LTA.
- Work with the Competitions team to revise the parental behaviour workshop/programme.
- Double the number of reports received by Officials.

GOVERNANCE:

- Achieve top grading in CPSU audit annually.
- Achieve an exceeding rating from Ann Craft Trust for our Adults at Risk work by 2023.
- Review and redesign the safeguarding website and policy to ensure best in class content.

PARTNERSHIPS

The objectives can only be met by working in partnership with a number of organisations and volunteers across the sport who share responsibility for safeguarding. It is vitally important that we take a coordinated approach to best safeguard those in our sport. We have built a network of safeguarding officers across the country who have all inputted into this strategy and the LTA works in partnership with Tennis Wales and Tennis Scotland as member organisations that fully endorse, support and have been engaged in the development of the strategy. The Child Protection in Sport Unit (CPSU) and Sport England have worked closely with the LTA to form our strategic work over the next three years with particular ongoing assistance from the Sport England Advisory Group, a panel of individuals sadly abused in sport.

MONITORING & EVALUATION

We are committed to implementing, monitoring and evaluating this strategy so that successive generations of players, parents, coaches, officials, volunteers and delivery partners are fully aware of and maintain these safeguarding standards within our sport.

Implementation plans will be reviewed by the LTA with Sport England and the NSPCC's Child Protection in Sport Unit on an annual basis to monitor and evaluate progress against the strategy, and where appropriate to make adjustments for the following year.

In the third year consultation with CPSU and other partners will commence in order to review progress against the strategy and to ensure the strategic direction for the next period is aligned with the organisational objectives and the landscape at that time to ensure best use of resources and continued improvement in all aspects of safeguarding across the sport.