

HS SPORTS – SAFEGUARDING POLICY



Date of review: July 2024

Date of next review: July 2025

Signed: Harvey Scholes – company owner/safeguarding lead

INTRODUCTION

HS Sports acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and works hard to provide a safe environment for all. We believe that all young people participating in sporting activities with HS Sports should be able to do so in an enjoyable, safe environment and have the right to protection from abuse and exploitation.

We recognise that safeguarding is the responsibility of every adult in our organisation and that the safety/welfare of every child is paramount.

1. AIMS AND OBJECTIVES

- Protecting all children from abuse whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity.
- All staff/volunteers working with HS Sports are adequately qualified and checked through the Disclosure and Barring services.(Enhanced DBS) before working with children/young people.
- All staff have a responsibility to be vigilant and able to report any concerns with the support required enabling them to do this.
- All staff are trained appropriately to deal with any situations that may occur. This will include online safeguarding training with a knowledge test at the end.
- All suspicions and allegations of abuse and poor practice will be responded to quickly and dealt with appropriately.

2. KEEPING CHILDREN/YOUNG PEOPLE SAFE

HS Sports will report all allegations of serious abuse or harm by any person: living with, working with, or looking after children, as well as serious accidents, illnesses and injuries sustained by any child in HS Sports care. HS Sports camp staff are fully aware that not to do so, would be committing an offence.

HS Sports fully complies with the ratio and qualification requirements applicable to each age range of children, (in keeping with the Statutory Framework).

HS Sports ensures that staff and volunteers undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children. This includes creating an anti-bullying environment and ensuring procedures are in place to help us deal effectively with any bullying that does arise.

If any young person/adult has concerns about an adult in a position of trust within HS Sports they can speak to the DSL however if it concerns this person they can whistle-blow by contacting the NSPCC whistle-blowing helpline 08000280285 or contact the LADO on 01793 466849.

All HS Sports lead coaches will be first aid trained.

All staff have an obligation to prevent children from being drawn into extremism and terrorism as per the Counter Terrorism and Security Act 2015.

HS Sports ensures that the premises, including floor space and outdoor spaces, are fit for purpose and suitable for the age of the children cared for and the activities undertaken.

HS Sports takes all reasonable steps to ensure staff and children in its care are not exposed to unacceptable risk.

Staff working for HS Sports should be following child protection and safeguarding best practice at all times whilst also adopting the code of conduct for staff and volunteers. They should not display inappropriate behaviour which could be deemed as a Safeguarding issue.

Harvey Scholes/designated safeguarding lead will ensure that all staff are aware of and fully trained in the safeguarding procedures and behaviour codes to follow. This includes procedures regarding confidentiality and sharing/receiving information securely, in line with data protection legislation and guidance. Specifically the need for clear reporting of any conversations had, complete with dates and action taken or to be taken. All staff have access to the Safeguarding policy, essential contact numbers, and procedures for sharing and receiving information.

HS Sports will ensure that all staff attend relevant online training courses to make sure they are up to date with statutory policy and legislation with regards to safeguarding and the

safeguarding lead Harvey Scholes will undertake a child protection/safeguarding training session at least every 3 years as well as an FA refresher annually.

HS Sports is fully committed to building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

3. BEST PRACTICE

Staff should protect themselves against liability or allegations which could cause conflict between them, the child, and parents/guardians. Staff must ensure that they do not put themselves in a position that may upset or threaten children in their charge.

Examples of best practice are as follows;

- **Avoid shouting and making derogatory comments**
- Promote positive behaviour through positive feedback and comments
- **Keep physical contact to a minimum unless absolutely necessary**
Treat all children equally and avoid favouritism
- Empathise with the children and understand their emotions
- **HS Sports staff understands that it is their legal responsibility to report any suspected cases of child abuse to the designated safeguarding lead.**
- Photographs will only be taken of children with their parent's permission
- **All staff are aware of their responsibility when using social networking sites. They must consider the materials they post and how damaging publishing unsuitable materials could be to their professional status.**

4. PROCEDURES FOR REFERRALS

- All action is taken in line with the following legislation/guidance:
 - a. **South West Safeguarding and Child Protection Shared Procedures**
 - b. 'what to do if you're worried a child is being abused' DfE (March 2015)
 - c. 'Working together to safeguard football' The FA (2018)
 - d. Keeping Children safe in Education (2023)

Safeguarding is everyone's responsibility. If you are worried about a child/young person you must report your concerns – no action is not an option.

- **HS Sports believe it's important to highlight incidents at an early stage and report immediately any concerns to the DSL who will then decide on the appropriate course of action.**

- An accurate, factual record of any disclosure should be made ASAP – this should include details of what was said or seen, dates, time and location. Not to be discussed with anyone else and concern shared with DSL. Any records to be kept securely and will remain confidential.

5. HANDLING OF DISCLOSURE

What to do if you receive a disclosure of abuse or poor practice from a child/young adult:

1. Stay calm
2. Don't promise to keep disclosure confidential or promise an outcome – explain that you will speak to an appropriate person about the issue.
3. Make sure the person is safe and in no immediate danger. Reassure them that they were right to tell someone and that they are not to blame.
4. If medical treatment is needed immediately, phone an ambulance, inform doctors/paramedics of concerns and ensure they are aware this is a protection issue.
5. Keep questions to a minimum.
6. In the event of suspicion of sexual abuse, advise the child not to bath or shower until permission given as to avoid destroying any evidence.

To raise a concern or make a referral about a child or young person (under the age of 18) Multi Agency Safeguarding Hub (MASH)	(Swindon) MASH 01793 466903 Emergency Duty Service MASH 01793 436699 LADO (Local authority designated officer) 01793 463000 (Wiltshire) 0300 4560 108 Emergency Duty Service 0845 6070888
Police	101 999 Emergency Services

The FA Safeguardin g Team	0800 169 1863
NSPCC helpline	0808 800 5000
NSPCC Whistle-Blo wing helpline	0800 028 0285
Referral Forms for Referral to Children's Social Care	https://www.swindonlscb.org.uk/wav/Pages/Forms.aspx

Designated Safeguarding Lead – Harvey Scholes will oversee the child protection and safeguarding provision in all of the after school HS Sports clubs and holiday camps. Tel No: 07926035817
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