



CHILD PROTECTION AND SAFEGUARDING POLICY

SPORTITUDE LTD

This policy was adopted by: Sportitude Ltd	Date: 16/10/2022
Policy last reviewed date:	Date: 30/9/2024
Policy review due:	Date: 29/9/2025
Signed by the company director	Signed: <i>F Dean</i>





INTRODUCTION

Safeguarding children is everyone's responsibility. Everyone who has contact with children and families has a role to play.

Our pupils' welfare is our paramount concern. Sportitude will ensure that our staff will safeguard and promote the welfare of the children.

Our coaches will provide caring, positive and stimulating sessions that promote the social, physical, emotional and moral development of the individual child, and where children feel safe.

Policy Statement

Sportitude acknowledges the duty of care to safeguard and promote the welfare of children at risk. Sportitude's commitment to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

The club's safeguarding policy recognises that the welfare and interests of children and adults at risk are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sports coaching in a safe and inclusive environment
- are protected from abuse whilst participating in all sports and activities.

Sportitude acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy, Sportitude will:

- promote and prioritise the safety and well-being of children at risk
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and adults at risk
- encourage and maintain a culture where people feel able to raise a genuine safeguarding concern and are confident that it will be taken seriously
- ensure appropriate action taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns will be shared with the venue Safeguarding Lead immediately.
- prevent the employment/deployment of unsuitable individuals by way of DBS checks and reference checks.
- ensure robust safeguarding arrangements and procedures are in operation

Sportitude's Safeguarding Lead can be contacted via email on: info@sportitude.org



Sportitude's policy and procedures will be widely promoted and are mandatory for all coaches. Failure to comply with the policy and procedures will be addressed and may result in dismissal from the company.

Whistleblowing

Anyone who does not feel comfortable raising a concern with the company safeguarding lead should contact the Local Authority Designated Officer (LADO) or the NSPCC on 0800 800 5000.

Monitoring

The club's safeguarding policy will be reviewed every two years, or sooner in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board
- as a result of any other significant change or event.

Code of conduct

Sportitude has a code of conduct which is to be followed by all coaches.

- The welfare of children is paramount
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs, and/or sexual identity have the right to protection from abuse
- Treat all children and young people with respect
- Provide a good example of acceptable behaviour
- Plan activities which involve more than one person being present, to ensure that other adults are within sight or hearing distance wherever possible
- Respect everyone's right to personal privacy
- Be available to listen to the concerns of young participants, and to refer them to other sources of help where appropriate
- Encourage young participants to feel comfortable enough to point out attitudes and behaviour they do not like
- Show understanding when dealing with sensitive issues and recognise that caution is required when discussing such issues
- Be aware that even caring physical contact with a child or young person may be misinterpreted.
- Ensure Early Help is initiated as soon as a problem emerges at any age.
- Report all safeguarding concerns to the venues safeguarding leads.

YOU SHOULD NOT:

- Permit abusive behaviour of any kind including but not limited to peer on peer abuse such as bullying, taunting, racist behaviour, punching, kicking, cyber bullying, harassment
- Have inappropriate physical or verbal contact with children or young people
- Drink alcohol, smoke or vape while in a coaching role, or offer alcohol to under 18's while in a coaching role
- Jump to conclusions about others without checking facts



- Allow yourself to be drawn into inappropriate attention-seeking behaviour such as crushes or tantrums
- Show favouritism to any individual
- Exaggerate or trivialise any child abuse issues
- Make suggestive remarks or actions, even in jest
- Deliberately place yourself or others in a potentially compromising situation
- Believe that “it could never happen to me”

All Sportitude coaches must follow the following good practices.

- Carry out risk assessment of the activity, and ensure that any risks are minimised or removed.
- Sportitude will ensure that all staff or volunteers who will have unsupervised access to children are DBS checked and those who are not DBS checked are NEVER alone with children at any time.
- Sportitude coaches are to make sure all parents know that it’s their responsibility to collect (or arrange collection of) their children after clubs or camps. It is NOT the responsibility of Sportitude to take them home
- Written permission will be required from the parents for the use of photographic material featuring the children for promotional or other purposes.

What to do if you suspect or a child discloses any form of concern:

If you have any reason to suspect that, a child or young person is being abused:

- Inform a Sportitude safeguarding lead immediately of your suspicions
 - Make a written record of all the facts known to you, and give a copy to the safeguarding lead.
- If a child or young person tells you about abuse by someone else:
- Stay calm, do not be shocked and try to act normally.
 - Allow the individual to speak freely, without interruption, but do not question them or attempt to investigate yourself.
 - Offer support and reassurance; assure them that you believe what they say
 - Explain that you cannot keep it a secret, and that you will have to speak to a designated person about it.
 - Report the matter as detailed above.

If you receive an allegation of abuse about another Coach or yourself,

- Immediately inform Sportitude Safeguarding Lead or the venue’s Designated Safeguarding Lead.
- Keep a written record of all the facts as you know them
- Try to ensure that no one is placed in a position which could lead to further compromise

Please note that the term “abuse” does not only relate to physical or sexual abuse but any failure to care for a young people according to our policy. This includes inappropriate jokes or gestures, use of alcohol or other actions that could lead young people to harm.

Sportitude has appointed Miss F Dean as safeguarding lead, to whom any allegations or incidents are reported. Sportitude’s safeguarding lead can be contacted via email fdean@sportitude.org.uk