Elite Sports Academy Safeguarding Policy

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For immediate danger contact the emergency services

Telephone 999

- To make a Multi-agency Safeguarding Hub (MASH) / safeguarding referral in Lincolnshire, you must contact Lincolnshire County Council's front door service by calling **01522 782111**
- Rutland Safeguarding & Mash referral – contact - **01572 722577**
  www.rutland.gov.uk
- **NSPCC Helpline**: Dedicated line for adults, parents, and professionals seeking advice or reporting concerns about a child's safety.
- **Phone**: Call 0808 028 0285 (Free, Mon–Fri, 10am–4pm).
- **Email**: help@nspcc.org.uk.

LADO – Email – Lado@rutland.gov.uk
Call – 01572 758 454

Ofsted To complain about a childcare provider, email enquiries@ofsted.gov.uk or telephone

0300 123 4666

Ofsted guidance - Report a serious childcare incident

Report a serious childcare incident - GOV.UK (www.gov.uk)

- Prevent | Lincolnshire Police

- **Phone:** Call **101** and ask for the **Prevent Team**.
- **Email:** ctp-em-prevent@lincs.police.uk
- **National Prevent Advice Line:** 0800 011 3764

Lincolnshire Counter Terrorism

- **Community Safety Team – Rutland Prevent Team**
- **Advice Line – 01572 722 577**
- **Communitysafety@rutland.gov.uk**

Preventing Terrorism Rutland County Council

- **Telephone:** Call **101** and ask to speak directly with the Lincolnshire/ Rutland Prevent Team.
- **Email (Referrals):** CTP-EM-Prevent-Referral@lincs.police.uk to submit a formal concern.
- **Email (Referrals):** Leicestershire Police Prevent – Make a referral - Prevent | Leicestershire Police

- **National Hotline:** Call the confidential Anti-Terrorist Hotline at **0800 789 321**.

Report Extremism in Education (Gov.uk)

Aim of Policy

Elite Sports Academy recognises our statutory responsibility to safeguard and promote the welfare of all pupils. We will endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse, neglect and exploration, and follow our procedures to ensure that children receive effective support, protection, and justice. Safeguarding is everyone's responsibility. We recognise that our company is part of a wider safeguarding system. We maintain an attitude of 'it could happen here' and will consider the wishes of, and always, what is in the best interests of each child. We understand that children can be abused by adults or by other children. We are committed to creating a culture of safety, that minimises the opportunity for any form of abuse (including all forms of child-on-child abuse) through training, education, and robust response procedures.

The aim of this policy is to:

• Promote safeguarding and child protection and to provide information about how we work to keep children safe.

• Ensure that all staff are aware of and clearly understand their statutory safeguarding responsibilities.

• Provide all members of staff with the information required to meet their safeguarding duty and protect children from harm.

• Provide stakeholders with clear information relating to the school's safeguarding and child protection procedures & align in all matters involving the children.

• Ensure that we are protecting children from maltreatment or harm.

Elite Sports Academy acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice requirements.

Elite Sports Academy adopt the safeguarding policies in each of the schools while on their premises and will abide by these policies until we leave the school. All of our coaches will be expected to familiarise themselves with the school's policy and then adhere to the policy at all times.

Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education (KCSIE) 2026 as;

• Providing help and support to meet the needs of children as soon as problems emerge

• Protecting children from maltreatment, whether that is within or outside the home, including online

• Preventing the impairment of children's mental and physical health or development

• Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and

• Taking action to enable all children to have the best outcomes.

For the purposes of this policy, the term 'safeguarding' refers to everything that our clubs/camps do to keep children safe and promote their welfare, including (but not limited to):

• Supporting pupils' health, safety and well-being, including their mental health

• Providing advice for early help support, to improve outcomes for children and families at the earliest possible opportunity

• Meeting the needs of children with special educational needs and/or disabilities

• The use of reasonable force

• Meeting the needs of children with medical conditions

• Providing first aid

• Intimate care and emotional well-being

• Online safety and associated issues, including IT filtering and monitoring procedures

• Appropriate arrangements to ensure school security, taking into account the local context

• Keeping children safe from risks, harm and exploitation

• Child protection

The policy recognises that the welfare and interests of children 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 sport with Elite Sports Academy in a safe and child-centred environment

• Are protected from abuse whilst participating in or spectating at our clubs/camps

Abuse/ vulnerable children

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse, including where they see, hear or experience

its effects. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

Neglect is a form of abuse and is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Child on child abuse refers to the abuse of a child or children perpetrated by another child or children.

Child on child abuse is most likely to include, but may not be limited to:

• Bullying (including cyberbullying, prejudice-based and discriminatory bullying)

• Abuse in intimate personal relationships between children (sometimes known as 'teenage relationship abuse')

• Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or

encourages physical abuse)

• Sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence)

• Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand alone or part of a broader pattern of abuse

• Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party

• Consensual and non-consensual sharing of nudes and semi-nude images and or videos (also known as sexting or youth produced sexual imagery)

• Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm

• Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)

We recognise that any child can be the victim of abuse and may benefit from early help. However, we will be particularly vigilant to potential need for early help if a child:

• Is disabled or has certain health conditions and has specific additional needs

• Has special educational needs (whether or not they have a statutory Education, Health and Care plan) has a mental health need

• Is a young carer

• Is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines

• Is frequently missing/goes missing from education, home or care,

• Has experienced multiple suspensions, is at risk of being permanently excluded from schools, colleges and in Alternative Provision or a Pupil Referral Unit

• Is at risk of modern slavery, trafficking, sexual and/or criminal exploitation

Is at risk of being radicalised or exploited

• Has a parent or carer in custody, or is affected by parental offending

• Is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse

• Is misusing alcohol and other drugs themselves

• Is at risk of so-called 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage

• Is a privately fostered child.

Any child residing with someone other than an immediate family member for more than 28 consecutive days is considered to be privately fostered.

Elite Sports Academy 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, Elite Sports Academy will:

● Promote and prioritise the safety and wellbeing of children and young people

● 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 young people

● Ensure appropriate action is 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 are maintained and securely stored

● Prevent the employment/deployment of unsuitable individuals by undertaking Enhanced DBS Checks, right to work in UK checks, full employment history checks and two references obtained

● Ensure robust safeguarding arrangements and procedures are in operation

Confidentiality and Sharing of Information.

Information sharing is vital in identifying and tackling all forms of abuse, neglect and exploitation, and in promoting children's welfare, including their educational outcomes. The General Data Protection Regulation (GDPR) does not prevent, or limit, the sharing of information for the purposes of keeping children safe. Lawful and secure information sharing between schools, Children's Social Care, and other local agencies, is essential for keeping children safe and ensuring they get the support they need. Therefore, we will work with the school and access CPOMS to log any rising

concerns and become up to date on all individual matters. Elite Staff are also expected to write a statement directly to Elite Sports Academy DSL with any Safeguarding matter. This allows staff members the ability to share concerns with Elite DSL's as well as the partner primary school. The DSL's then have the ability with their extensive training to follow the correct route, including making MASH referrals.

Where appropriate, we will discuss any concerns about a child with the child's parents. The Designated Safeguarding Lead (DSL) will normally do this in the event of a concern, suspicion or disclosure.

Fears about sharing information must not be allowed to stand in the way of promoting the welfare and protecting the safety of children. All professionals responsible for children should not assume that someone else will pass on information that they think may be critical to keeping a child safe.

• Staff should never promise a child that they will not tell anyone about an allegation, as this may not be in the child's best interests

• Staff who receive information about children and their families in the course of their work should share that information only within appropriate professional contexts

• Timely information sharing is essential to effective safeguarding

• Information must only be shared on a 'need-to-know' basis, but consent is not required to share information if a child is suffering, or at risk of, serious harm

As with all data sharing, appropriate organisational and technical safeguards are in place and will be adhered to when processing safeguarding and child protection information.

Elite Sports Academy adheres to the Data Protection Act (2018) and the General Data Protection Regulation (2018).

The Designated Safeguarding Lead (DSL)

The full responsibilities of the DSL are set out in Annex C, KCSIE (2026).

Within Elite Sport Academy, we have three DSL'S. Andrew Tidswell, Joe Strickland, Daniel Johnson

The DSL [Andrew] takes lead responsibility for child protection and wider safeguarding.

The Deputy DSL [Joe] will act as cover if Lead DSL is absent. If both DSL are absent, then Daniel will act as cover.

The Designated Safeguarding Lead will:

• Act as a source of support and expertise on matters relating to safeguarding and child protection to ensure that other members of staff can carry out their safeguarding duty

• Advise on the response to safeguarding concerns

• Liaise with the Local Authority and work with other agencies in line with 'Working Together to Safeguard Children (2026)

• Identify if children may benefit from early help

• Refer suspected cases, as appropriate, to the relevant body (local authority children's social care, Channel programme, Disclosure and Barring Service, and/or police), and support staff who make such referrals directly

• Make referrals to the Channel programme where there is a radicalisation concern and/or support staff that make a referral to Channel

• Support the school with regards to their responsibilities under the Prevent duty and provide advice and support on protecting children from radicalisation

• Refer cases to the police where a crime may have been committed

• Be available for staff to discuss any safeguarding concerns. In the event that they are not available, a deputy will be made available

• Undertake training to equip them with the skills to carry out the role and update this every two years

• Ensure all staff that work directly with children have read and understood the safeguarding policy

• Update their knowledge and skills regularly and keep up with any developments relevant to their role

• Provide staff with the knowledge, skills and support required to safeguard children

• Take responsibility for the accurate and timely recording of safeguarding and child protection concerns and take overall responsibility for safeguarding and child protection files

• Take responsibility for the transfer of safeguarding files when a child leaves Elite Sport Academy care

• Attend or ensure an appropriate representative attends multi-agency safeguarding or child protection meetings

• Ensure children with additional vulnerabilities are safeguarded

• Support children who have experienced or are experiencing safeguarding or child protection issues by using information they hold about children with a social worker to make decisions in the best interests of the child's safety, welfare and to help promote educational outcomes.

• This will include ensuring that staff know who these children are and understand their individual needs

• Promote a 'culture of safeguarding', in which every member of the Elite Sport Academy community acts in the best interests of the child

• Have a good understanding of harmful sexual behaviour and how to support children in the event that this issue arises

• Know what local specialist support is available to support all children involved (including victims and alleged perpetrators) in sexual violence and sexual harassment, and be confident as to how to access this support

• Be aware that children must have an 'appropriate adult' to support and help them in the case of a police investigation or search and understand

The DSL should refer all cases of suspected abuse or neglect to the Multi Agency Safeguarding Hub (MASH), police (cases where a crime may have been committed) and to the Channel programme where there is a radicalisation concern.

- • To make a Multi-agency Safeguarding Hub (MASH) / safeguarding referral in Lincolnshire, you must contact Lincolnshire County Council's front door service by calling **01522 782111**
- Rutland Safeguarding & Mash referral – contact - **01572 722577**
  www.rutland.gov.uk

• If a child is in immediate danger at any time, left alone or missing, you should contact the police directly and/or an ambulance using 999.

Staff play a particularly important role because they are in a position to identify concerns in order to provide help for children.

All staff:

• Have a responsibility to provide a safe environment, where children can learn

• Will be trained so that they know what to do if a child tells them that he/she is being abused or neglected, including specific issues such as FGM, and how to maintain an appropriate level of confidentiality while liaising with relevant professionals

• Will be able to identify indicators of abuse, neglect and exploitation

• Will be made aware of safeguarding issues that put children at risk of harm and behaviours associated with these risks

• Should ensure that they know what to do if a child makes a disclosure of abuse and never promise confidentiality when a child makes a disclosure

• Will be made aware of and should be clear on Elite Sport Academy policy and procedures with regards to

child-on-child abuse and the important role they have to play in preventing it and responding

where they believe a child may be at risk from it

• May be required to support social workers and other agencies following a referral

• Will be made aware of the process for making referrals to Children's Social Care (through MASH), understand statutory assessments and the role that they may be expected to play in such assessments

• Should be prepared to make referrals to the MASH if they have concerns about a child's welfare and understand the role that they may be expected to play in such assessments

• Will receive regularly updated safeguarding and child protection training to cover all of the above, as well as online safety (including IT filtering and monitoring procedures and how to report related safeguarding or technical concerns)

• Will receive safeguarding updates throughout the year as part of continuous professional development

• Will be encouraged to contribute to the development of safeguarding policy and practice

• Should always seek advice from the Designated Safeguarding Lead if they are unsure

• Provide a safe space for pupils who are LGBT to speak out and share their concerns

• All staff will sign a declaration at the beginning of each academic year to say that they have reviewed the guidance

• Although there are extensive mechanisms in place to support staff understanding in relation to safeguarding and child protection, there is an expectation that if staff are unclear on any aspects of safeguarding policy or practice, they speak to the Designated Safeguarding Lead without delay, so that additional training can be put in place.

The policy and procedures will be widely promoted and are mandatory for everyone involved with Elite Sport Academy. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Safer Working progress

We work to create and embed a culture of openness, trust and transparency, in which values and expected behaviour (as set out in the staff code of conduct) are constantly monitored and reinforced by all staff.

We expect all staff to act with professionalism at all times. To reduce the risk of unsafe or harmful

practice, all staff should receive training on safer working practice and should be familiar with the guidance.

Elite Sport Academy staff do have use of their mobile phones for registration and emergency purposes. Staff do not have phones out at any other times.

If a staff member feels they touched a child inappropriately, they should record and report to their lead. If needed, the lead will contact the DSL. Sometime a child could be about to hurt themselves or others around them, staff may have to restrain that child or touch the child. A staff member can only restrain a child if they have the relevant Team Teach training.

Allegations that may indicate that a person would pose a risk of harm if they continue to work in their present position or in any capacity with children in a school or college include:

• staff having behaved in a way that has harmed a child, or may have harmed a child;

• staff possibly committing a criminal offence against or related to a child;

• staff behaving towards a child or children in a way that indicates they may not be suitable to work with children;

• staff behaving or possibly behaving in a way that indicates they may not be suitable to work with children.

• New staff that are awaiting DBS checks will be chaperoned until they are cleared. Some of our schools with require a red badge or sticker to identify those awaiting dbs.

New staff

When appointing new staff, we will:

• Verify a candidate's identity. This includes demonstrating an awareness for the potential for individuals changing their name. Best practice is checking the name on their birth certificate, where this is available

• Obtain (via the applicant) an enhanced DBS check (including children's barred list information, for those who will be engaging in regulated activity with children)

• Obtain a separate children's barred list check if an individual will start work in regulated activity with children before the DBS certificate is available

• Verify the candidate's mental and physical fitness to carry out their work responsibilities

• Verify the person's right to work in the UK, including EU nationals

• If the person has lived or worked outside the UK, make any further checks the school or college consider appropriate

• Verify professional qualifications, as appropriate

• Ensure that any applicant to be employed to carry out teaching work is not subject to a

prohibition order

Monitoring:

The policy will be reviewed in the following circumstances:

● Changes in legislation and/or government guidance

● Because of any other significant change or event.

Staff training

New staff will do relevant training before been unsupervised with children. Elite Sport Academy will keep a record of when staff need to redo training and book the relevant training course.

Some Points to follow:

• Do not let any allegations of abuse of any kind go unchallenged or unrecorded if appropriate

● Follow the schools safeguarding procedure

● You must know who the safeguarding leads are in the schools you visit

● Report accidents or incidents of alleged abuse or poor practice to the designated person at the school if school hours, if accident/incident is before school or at one of our after school clubs/camps contact will be with Elite Sport Academy DSL

● Maintain confidentiality about sensitive information

● Protect yourselves from false accusation:

○ Not spending excessive amounts of time alone with children away from others

○ Never take children to their car or house

○ When administering First Aid involving the removal of children's clothing, do not do so unless in the presence of others.

Settings that only provide care before and after school, or during the school holidays, for children who normally attend reception class during the school day do not need to meet or be guided by the learning and development and assessment requirements set out.