



Safeguarding/Child Protection Policy Statement

England Sports Group 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 and the Lawn Tennis Association and Sports Coach UK requirements. In addition, our policy and supporting materials are based on guidance given by the NSPCC's Child Protection in Sport Unit.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children:

- ✚ have a positive and enjoyable experience with ESG in a safe and child centred environment
- ✚ are protected from abuse whilst participating in any activities provided by ESG or outside of the activity
- ✚ are enabled to have the best outcomes

England Sports Group 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 England sports Group 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
- ✚ ensure robust safeguarding arrangements and procedures are in operation.

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

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- ✚ changes in legislation and/or government guidance
- ✚ as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and the Football Association and/or Sports Coach UK ✚ as a result of any other significant change or event.

Action

ENGLAND SPORTS GROUP Sports recognises that safeguarding action may be needed to protect children and learners from: neglect

- ✚ physical, sexual or emotional abuse
- ✚ bullying, including online bullying and prejudice-based bullying
- ✚ racist, disability, homophobic or transphobic abuse
- ✚ gender-based violence, or violence against women and girls
- ✚ peer-on-peer abuse
- ✚ radicalisation or extremist behaviour
- ✚ child sexual exploitation and trafficking
- ✚ child criminal exploitation and county lines • the impact of new technology on sexual behaviour, for example 'sexting' and accessing pornography
- ✚ teenage relationship abuse
- ✚ substance misuse
- ✚ issues that may be specific to a local area or population, for example gang activity and youth violence
- ✚ domestic violence
- ✚ female genital mutilation
- ✚ forced marriage
- ✚ fabricated or induced illness
- ✚ poor parenting
- ✚ homelessness
- ✚ so-called honour-based violence
- ✚ any other issues that pose a risk to children, learners and vulnerable adults

Other responsibilities

Broader aspects of our duty of care and education, include:

- ✚ children's and learners' health and safety and well-being, including their mental health
- ✚ meeting the needs of children who have special educational needs or disabilities
- ✚ the use of reasonable force
- ✚ meeting the needs of children and learners with medical conditions
- ✚ providing first aid
- ✚ intimate care and emotional well-being
- ✚ appropriate arrangements to ensure children's and learners' security, considering the local context

Safeguarding/ Child Protection Policy

Principles and Values

- ✚ Children have a right to feel secure and cannot learn effectively unless they do so.
- ✚ All children regardless of age, gender, race, ability, sexuality, religion, culture or language have a right to be protected from harm.
- ✚ All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm in accordance with the guidance.
- ✚ We acknowledge that working in partnership with other agencies protects children and reduces risk and so we will engage in partnership working throughout the child protection process to safeguard children.
- ✚ Whilst the company will work openly with parents as far as possible, the company reserves the right to contact children's social care or the police, without notifying parents if this is in the child's best interests.

Leadership and Management

We recognise that staff anxiety around child protection can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.

At England Sports Group any individual can contact the designated safeguarding lead (DSL) or deputies if they have concerns about a young person.

The DSL is Clinton Lamprecht – welfare@englandsportsgroup.com

The Deputy DSL (DDSL) is Christina Lamprecht – welfare@englandsportsgroup.com

All Camp Directors are also DSLs and have the authority to make a referral in the event the DSL and main DDSL cannot be reached.

Training & Qualifications

All England Sports Group staff must have a current DBS and it must be renewed as often as requested – normally this is every 3 years. England Sports Group follow the recommended guideline of every 3 years to attend Safeguarding courses and renew safeguarding qualifications.

All staff are expected to be aware of the signs and symptoms of abuse and must be able to respond appropriately. Training is provided as required with briefings at training evenings and separate training is provided to all new staff on appointment as part of their induction.

Confidentiality

- ✚ We maintain that all matters relating to child protection are to be treated as confidential
- ✚ Information will only be shared with agencies who we have a statutory duty to share with or individuals within the company who “need to know”.
- ✚ All staff are aware that they cannot promise a child to keep a disclosure confidential.

Referral

Following any concerns raised by staff, the DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact children’s social care. If the DSL is not available or there are immediate concerns, the staff member should refer to the deputies and directly to children’s social care.

Generally, the DSL will inform the parents prior to making a referral however there are situations where this may not be possible or appropriate particularly when informing parents/carers may place the child at further risk e.g., the parent/carer was the one accused.

N.B. The exception to this process will be in those cases of known FGM where there is a mandatory requirement to report directly to the police, although the DSL should also be made aware.

For concerns of a child:

Surrey

- ✚ Single Point of Access Phone: 0300 470 9100
- ✚ Out of hours phone: 01483 517898 to speak to our emergency duty team.
- ✚ Email: emails are dealt with during normal office hours ○ For concerns for a child or young person: cspa@surreycc.gov.uk – For concerns for an adult: ascm@surreycc.gov.uk

Kingston & Richmond

- ✚ contact the Single Point of Access on 020 8547 5008 (8am to 5.15pm, Monday to Thursday, and 8am to 5pm on Friday.
- ✚ Out of hours, phone 020 8770 5000.

Dealing with allegations against staff

If a concern is raised about the practice or behaviour of a member of staff this information will be recorded and passed to the DSL Clinton Lamprecht. The local authority designated officer (LADO) will be contacted, and the relevant guidance will be followed. If the allegation is against the Director(s), the person will contact the LADO directly.

Surrey –

LADO: 0300 1231650
Email: LADO@surreycc.gov.uk

Kingston and Richmond –

LADO: 020 8891 7370
Email: LADO@achievingforchildren.org.uk

Essential Resources:

- Surrey Safeguarding Children Board: <https://www.surreyscp.org.uk/>
- Kingston & Richmond Safeguarding Children Board: <https://kingstonandrichmondsafeguardingchildrenpartnership.org.uk/>
- Bristol Safeguarding Children Board: <https://www.bristol.gov.uk/policiesplansstrategies/keeping-children-safe-group>
- Child Protection in Sport Unit: <https://thecpsu.org.uk>
- Multi Agency Safeguarding Hub: <https://www.surreycc.gov.uk/social-careandhealth/concerned-for-someones-safety>
- Keeping children safe in education: Department for Education, 2018; www.gov.uk/government/publications/keeping-children-safe-in-education--2
- Working Together to Safeguard Children: www.gov.uk/government/publications/working-together-to-safeguard-children--2
- PREVENT: www.gov.uk/government/publications/prevent-duty-guidance
- www.gov.uk/government/publications/protecting-children-from-radicalisationthepreventduty and <http://www.hampshirepreventboard.org.uk/>

- Early Years Foundation Stage:
www.gov.uk/government/publications/earlyyearsfoundationstage-framework--2



Safeguarding/Child protection roles and responsibilities within England Sports Group

Coaches' responsibilities:

All coaches have a key role to play in identifying concerns early and in providing help for children.

To achieve this, they will:

- Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults whom they can approach if they are worried about any problems.
- Promote the highest standards on spiritual, moral, social and cultural development of our participants.
- Actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. This is in alliance with the values set out by the government in the 'Prevent' strategy in 2011 and with an understanding of the role British values play in strengthening the barriers to extremism.
- Plan opportunities within the sessions/clubs for children to develop the skills they need to assess and manage risk appropriately and keep themselves safe.
- Respecting and supporting ENGLAND SPORTS GROUP Safeguarding and Child Protection policies and procedures including mobile phone and camera use policies.
- Complying with ENGLAND SPORTS GROUP Safer Recruitment policy.
- Attend training to be aware of and alert to the signs of abuse.

- Maintain an attitude of “it could happen here” with regards to safeguarding.
- Record their concerns if they are worried that a child is being abused and report these to the relevant person as soon as practical that day.
- If the disclosure is an allegation against a member of staff they will follow the CPSU procedure concerns ‘About the behaviour of the organisation’s staff member or volunteer’ - available and online at <https://thecpsu.org.uk/resourcelibrary/2017/reportingsafeguardingconcerns-procedure/>
- Follow the procedures set out by the Hampshire Safeguarding Children Board and Hampshire County Council.
- Support participants in line with the ENGLAND SPORTS GROUP Sports Safeguarding and Child Protection policy.
- Treat information with confidentiality but never promising to “keep a secret”.
- Notify DSL of any child on a child protection plan who has unexplained absence.
- In the context of early help, coaches will notify colleagues and/or parents of any concerns about their child(ren), and provide them with, or signpost them to, opportunities to change the situation
- Liaise with other agencies that support pupils and provide early help.
- Ensure they know who the designated safeguarding lead (DSL) and deputies are and know how to contact them.

Directors/DSL/Senior team responsibilities:

- The company has effective safeguarding policies & procedures including a child protection policy and a staff behaviour policy
- Recruitment, selection, and induction follows safer recruitment practice including all appropriate checks.
- Staff have been trained appropriately and this is updated in line with guidance and to link with the HSCB/HCC to make sure staff are aware of training opportunities and the latest local policies on safeguarding
- Contribute to inter-agency working in line with guidance (Working Together 2015)
- To raise awareness of the risks of radicalisation amongst the staff and ensure that Staff safeguarding training (see Safeguarding/Child Protection Policy) takes the Prevent Duty into account. Provide a co-ordinated offer of early help when additional needs of children are identified
- Provide support and advice on all matters pertaining to safeguarding and child protection to all coaches regardless of their position
- Treat any information shared by staff or participants with respect and follow procedures
- Ensure that allegations or concerns against coaches are dealt with accordingly
- They have identified a nominated DSL and deputies for safeguarding
- Any safeguarding deficiencies or weaknesses are remedied without delay

- Keep records of child protection concerns securely and separately from the main participant files and use these records to assess the likelihood of risk

Safeguarding/ Child Protection Procedures

Overview

The following procedures apply to all staff working at England Sports Group and will be covered by training to enable staff to understand their role and responsibility. Please note, when coaching within a school's timetable you must refer to their policies and procedures.

The aim of our procedures is to provide a robust framework which enables coaches to take appropriate action when they are worried a child is being abused. Our procedure is informed by the Child Protection in Sport Unit – refer to their safeguarding reporting procedure concerns flowcharts - available online at <https://thecpsu.org.uk/resourcelibrary/2017/reporting-safeguardingconcernsprocedure/>

The prime concern at all stages must be the interests and safety of the child. Where there is a conflict of interest between the child and an adult, the interests of the child must be paramount.

If a member of staff suspects abuse, spots signs or indicators of abuse, or they have a disclosure of abuse made to them they must:

1. Make an initial record of the information.

2. Report it to the DSL
3. The DSL will consider if there is a requirement for immediate medical intervention, however urgent medical attention should not be delayed if DSL is not immediately available.
4. Make an accurate record using the 'ENGLAND SPORTS GROUP Sports Accident/Incident Report form' (which may be used in any subsequent court proceedings) as soon as possible and within 24 hours of the occurrence, of all that has happened, including details of:
 - Dates and times of their observations
 - Dates and times of any discussions they were involved in.
 - Any injuries
 - Explanations given by the child / adult
 - What action was taken
 - Any actual words or phrases used by the child

The records must be signed and dated by the author or / equivalent on electronic based records and should be available in every After School club or camp folder

Following a report of concerns from a member of staff, the DSL must:

1. Decide whether there are sufficient grounds for suspecting significant harm in which case a referral must be made to children's social care
2. Normally ENGLAND SPORTS GROUP Sports should try to discuss any concerns about a child's welfare with the family and where possible to seek their agreement before making a referral to children's social care. However, this should only be done when it will not place the child at increased risk or could impact a police investigation. The child's views should also be considered.
3. If there are grounds to suspect a child is suffering, or is likely to suffer, significant harm they must contact children's social care via the Children's Services Professionals on 01329 225379 and make a clear statement of:
 - the known facts
 - any suspicions or allegations
 - whether or not there has been any contact with the child's family

If the DSL feels unsure about whether a referral is necessary, they can phone Children's Services Professionals any concerns. **Surrey** 0300 470 9100 **Kingston & Richmond** 020 8547 5008 (8am to 5.15pm, Monday to Thursday, and 8am to 5pm on Friday. **Bristol** 0117 903 6444.

4. If there is not a risk of significant harm, then the DSL will either actively monitor the situation or consider the early help process.
5. The DSL must confirm any referrals in writing to children's social care, within 24 hours, including the actions that have been taken. The written referral must be made using the

interagency referral form (IRAF) which will provide children's social care with the supplementary information required about the child and family's circumstances.

6. If a child is in immediate danger and urgent protective action is required, the police must be called. The DSL must also notify children's social care of the occurrence and what action has been taken.
7. Where there are doubts or reservations about involving the child's family, the DSL should clarify with children's social care or the police whether, the parents should be told about the referral and, if so, when and by whom. This is important in cases where the police may need to conduct a criminal investigation.
8. When a participant needs urgent medical attention and there is suspicion of abuse the DSL or most senior coach should take the child to the accident and emergency unit at the nearest hospital, having first notified children's social care. The DSL should seek advice about what action children's social care will take and about informing the parents, remembering that parents should normally be informed that a child requires urgent hospital attention.

Safeguarding/ Child Protection Procedures

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- Emotional abuse is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- Physical abuse can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- Neglect is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.

Signs of child abuse and neglect.

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being
- unexplained bruising or marks • comments made by a child which give cause for concern
- reasons to suspect neglect or abuse outside the setting, eg in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation, or that the child may have witnessed domestic abuse]
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

Peer-on-peer abuse

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people. Staff will not dismiss abusive behaviour as normal between young people.

The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting
- One of the children is significantly more dominant than the other (eg much older)
- One of the children is significantly more vulnerable than the other (eg in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

Extremism and radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, eg:

- feeling alienated or alone
 - seeking a sense of identity or individuality
 - suffering from mental health issues such as depression
 - desire for adventure or wanting to be part of a larger cause
 - associating with others who hold extremist beliefs
- Signs of radicalisation
- Signs that a child might be at risk of radicalisation include:
- changes in behaviour, for example becoming withdrawn or aggressive
 - claiming that terrorist attacks and violence are justified
 - viewing violent extremist material online
 - possessing or sharing violent extremist material

In any cases of signs of abuse and neglect, peer on peer abuse and/or radicalisation; whether suspected or disclosed; a member of staff must follow the company safeguarding procedures for logging suspected or disclosed safeguarding concerns. Please see pages 9-10.

Dealing with disclosures**All coaches should:**

A coach who is approached by a child should listen positively and try to reassure them. They cannot promise complete confidentiality and should explain that they may need to pass information to other professionals to help keep the child or other children safe. The degree of confidentiality should always be governed by the need to protect the child.

Additional consideration needs to be given to children with communication difficulties and for those whose preferred language is not English. It is important to communicate with them in a way that is appropriate to their age, understanding and preference.

All staff should know who the DSL is and who to approach if the DSL is unavailable. Ultimately, all coaches have the right to make a referral to the police or social care directly and should do this if, for whatever reason, there are difficulties following the agreed protocol, e.g., they are the only adult on the premises at the time and have concerns about sending a child home.

Guiding principles, the seven R's Receive

- Listen to what is being said, without displaying shock or disbelief
- Accept what is said and take it seriously
- Make a note of what has been said as soon as practicable

Reassure

- Reassure the participant, but only so far as is honest and reliable
- Don't make promises you may not be able to keep e.g. "I'll stay with you" or "everything will be alright now" or "I'll keep this confidential"
- Do reassure e.g. you could say: "I believe you", "I am glad you came to me", "I am sorry this has happened", "We are going to do something together to get help"

Respond

- Respond to the participant only as far as is necessary for you to establish whether or not you need to refer this matter, but do not interrogate for full details
- Do not ask "leading" questions i.e., "did he touch your private parts?" or "did she hurt you?" Such questions may invalidate your evidence (and the child's) in any later prosecution in court
- Do not ask the child why something has happened.
- Do not criticise the alleged perpetrator; the participant may care about him/her, and reconciliation may be possible
- Do not ask the participant to repeat it all for another member of the team. Explain what you must do next and whom you must talk to. Reassure the participant that it will be a director or DSL

Report

- Share concerns with the designated safeguarding lead as soon as possible
- If you are not able to contact your designated safeguarding lead, and the child is at risk of immediate harm, contact the children's services department directly
- If you are dissatisfied with the level of response you receive following your concerns, you should press for re-consideration.

Record

- If possible, make some very brief notes at the time, and write them up as soon as possible
 - Keep your original notes on file
- Record the date, time, place, persons present and noticeable nonverbal behaviour, and the words used by the child. If the child uses sexual “pet” words, record the actual words used, rather than translating them into “proper” words
- If appropriate complete a body map to indicate the position of any noticeable bruising
- Record facts and observable things, rather than your “interpretations” or “assumptions”

Remember

- Support the child: listen, reassure, and be available
- Complete confidentiality is essential. Share your knowledge only with appropriate professional colleagues
- Try to get some support for yourself if you need it

Review (led by DSL)

- Has the action taken provided good outcomes for the child?
- Did the procedure work?
- Were any deficiencies or weaknesses identified in the procedure? Have these been remedied?
- Is further training required?

What happens next?

- It is important that concerns are followed up and it is everyone’s responsibility to ensure that they are. The member of staff should be informed by the DSL what has happened following the report being made. If they do not receive this information, they should be proactive in seeking it out.
- If they have concerns that the disclosure has not been acted upon appropriately, they might inform the Directors and/or may ultimately contact the children’s services department. • Receiving a disclosure can be upsetting for the member of staff and ENGLAND SPORTS GROUP Sports should have a procedure for supporting them after the disclosure. This might include reassurance that they have followed procedure correctly and that their swift actions will enable the allegations to be handled appropriately.
- In some cases, additional counselling might be needed, and they should be encouraged to recognise that disclosures can have an impact on their own emotions.

SAFEGUARDING CONTACTS

Surrey

- ✚ Phone: 0300 470 9100
- ✚ Out of hours phone: 01483 517898 to speak to our emergency duty team.
- ✚ Email: emails are dealt with during normal office hours ○ For concerns for a child or young person: cspa@surreycc.gov.uk ○ For concerns for an adult: as@england-sports.org Groupash@surreycc.gov.uk

Kingston & Richmond

- ✚ contact the Single Point of Access on 020 8547 5008 (8am to 5.15pm, Monday to Thursday, and 8am to 5pm on Friday.
- ✚ Out of hours, phone 020 8770 5000.

Police: 101 (non-emergency) or 999/112 (emergency)

Ambulance 111 (non-emergency) or 999/112 (emergency)

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500 Ofsted: 0300 123 1231

Safer Recruitment Policy

Policy Statement

The purpose of this policy statement is:

- to protect children and young people who receive England Sports Group's services from harm. This includes the children of adults who use our services.
- to provide staff and volunteers, as well as children and young people and then families, with the overarching principles that guide our approach to child protection.
- This policy applies to anyone working on behalf of England Sports Group including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal framework

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection

Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents:

- role description for the designated safeguarding officer
- dealing with disclosures and concerns about a child or young person
- managing allegations against staff and volunteers
- recording concerns and information sharing
- child protection records retention and storage
- code of conduct for staff and volunteers
- behaviour codes for children and young people
- photography and sharing images guidance
- safer recruitment
- online safety
- anti-bullying
- managing complaints
- whistleblowing
- health and safety

- induction, training, supervision, and support
- adult to child supervision ratios.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse • some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people:

safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people, a deputy and a lead trustee/board member for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently.
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made

- recording and storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: [ico.org.uk/for organisations](https://ico.org.uk/for-organisations)
- sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young people and their families know where to go for help if they have a concern.
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- using our procedures to manage any allegations against staff and volunteers appropriately.
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- ensuring that we have effective complaints and whistleblowing measures in place.
- ensuring that we provide a safe physical environment for our children, young people, staff, and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- 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.

Contact details

Nominated child protection lead.

Name: Clinton Lamprecht

email: welfare@englandsportsgroup.com