



SPORTAINMENT – SAFEGUARDING & CHILD PROTECTION POLICY (2025 - 2026)

Sportainment is committed to ensuring every child and young person feels safe, valued, protected, and able to thrive. Safeguarding is everyone's responsibility, and all staff, ambassadors, volunteers, and partners must follow this policy.

1. Key Safeguarding Contacts

- **Designated Safeguarding Lead (DSL):** Fi Handley
- **Designated Teacher for Looked After Children:** Aruna Sharma
- **Mental Health Lead:** Ernestina Amanfo
- **Nominated Safeguarding Trustee:** Abigail Woolhouse
- **Prevent Lead:** Richard Handley
- **Community Nurse:** Emma Spencer
- **Email:** legendsaremade@sportainment.org.uk

Linked policies include: Data Protection, DEI, Whistleblowing, Safer Recruitment, Anti-Bullying, Photography, Mental Health & Wellbeing.

2. Policy Purpose

Sportainment protects:

- **Children under 18**
- **Vulnerable young adults up to 25**

The policy aligns with:

- **Keeping Children Safe in Education (KCSIE)**
- **Working Together to Safeguard Children (2023)**
- **UK GDPR**

3. Leadership & Governance

- DSL leads safeguarding practice and training
- Trustees review the policy annually
- Safeguarding is a standing agenda item at every board meeting
- All staff must read and sign the policy at induction

4. Safeguarding Procedures

- All concerns must be reported to the DSL immediately
- Emergencies are escalated to police or Children's Services
- All disclosures are logged securely
- Thresholds follow the local authority Continuum of Need

5. Record Keeping

- Records stored in a secure, GDPR-compliant system
- Access restricted to DSLs
- Records kept until the young person turns **25**

6. Working With External Partners

Sportainment only works with:

- Vetted, safeguarding-compliant organisations
- Partners who sign a Safeguarding Compliance Agreement
- Schools and agencies who share safeguarding responsibilities

7. Confidentiality & Information Sharing

- Shared strictly on a **need-to-know** basis
- Consent sought where appropriate
- Confidentiality is never promised if safety is at risk

8. Recognising Abuse

Staff are trained to identify:

- Physical, emotional, sexual abuse, neglect
- Grooming, exploitation, online harm
- Serious violence, domestic abuse, contextual harm

Disclosures follow **TED**: Tell, Explain, Describe.

9. Multi-Agency Working

Sportainment collaborates with:

- Social care
- CAMHS
- School DSLs
- Police, Prevent, Channel panels

10. Staff Wellbeing

- Staff have access to support
- Debriefs available after difficult incidents
- Annual safeguarding refreshers provided

11. Safer Recruitment

- Enhanced DBS checks
- References and ID checks
- Safeguarding declarations
- Recruitment follows KCSIE and Sportainment's Safer Recruitment Policy

12. Allegations Against Staff/Volunteers

- Report immediately to DSL
- If DSL is involved, escalate to Chair of Trustees
- LADO referrals made where thresholds are met

13. Whistleblowing

Staff can report concerns confidentially to:

- DSL
- Trustees

Low-level concerns are recorded and reviewed.

14. Physical Contact & Professional Boundaries

- Follows government guidance on reasonable force
- Clear boundaries for workshops, events, and activities

14A. Intimate Care

Sportainment ensures intimate care is delivered safely, respectfully, and professionally.

What Counts as Intimate Care

- Toileting and continence
- Personal hygiene
- Changing clothes after accidents
- Cleaning up after illness
- Menstrual support (non-physical assistance)

Core Principles

Intimate care must always be:

- Respectful

- Private
- Safe
- Child-centred
- Transparent

Staff Responsibilities

Only trained, DBS-checked staff may provide intimate care.

Staff must:

- Explain what they are doing
- Seek verbal consent
- Encourage independence
- Wear gloves and follow hygiene procedures
- Record all intimate care provided
- Report concerns to the DSL

Staff must **never**:

- Lock doors
- Work completely alone
- Use mobile phones
- Provide care they are untrained for

Hygiene & Environment

- Clean, private space
- Gloves, wipes, cleaning materials
- Soiled clothing bagged and returned
- Handwashing before and after

Menstrual Care

- Free products provided
- Guidance offered
- No physical assistance with placement/removal

Young Adults (18–25)

- Explicit consent required
- Adult safeguarding procedures apply

Record Keeping

All intimate care interactions are logged securely.

15–34. Additional Safeguarding Areas Covered

The policy also includes guidance on:

- Anti-bullying
- Discriminatory incidents
- Health & Safety
- Prevent Duty
- Online safety
- Nude/semi-nude image incidents
- Child-on-child abuse
- Cultural issues
- Honour-based abuse, FGM, forced marriage
- Contextual safeguarding
- Serious violence
- Domestic abuse
- Children with social workers
- Mental health
- Looked After Children
- Children with family in prison
- Homelessness
- Modern slavery
- Allegations against pupils
- Photography and image use