

Safeguarding Children & Young People Policy

Applies to	All members under 18
Safeguarding Officer	Denise Castle
Contact	info@championstrainingacademy.com
Version / Review	August 2026 / review at least annually

1. Our Commitment

Champions Training Academy is committed to safeguarding and promoting the welfare of every child and young person who participates in our activities. For safeguarding purposes, a child is anyone under the age of 18.

The welfare and safety of the child is paramount. All coaches, employees, volunteers and others acting on behalf of Champions Training Academy have a responsibility to contribute to a safe, positive and respectful environment.

We will take all safeguarding concerns seriously and respond appropriately, regardless of who raises the concern or who the concern relates to.

2. Our Safeguarding Principles

- Put children's safety, welfare and wellbeing first.
- Listen to children and take their concerns seriously.
- Treat children fairly, respectfully and without discrimination.
- Take reasonable steps to prevent abuse, neglect, bullying, exploitation and inappropriate behaviour.
- Maintain appropriate professional boundaries between adults and children.
- Follow safer recruitment and appropriate DBS procedures for relevant roles.
- Ensure coaches and relevant personnel understand their safeguarding responsibilities.
- Record and report safeguarding concerns appropriately.
- Cooperate with Children's Social Care, Police, the LADO and other safeguarding agencies where required.
- Review safeguarding practice regularly.

3. Recognising Safeguarding Concerns

Concerns may include physical, sexual or emotional abuse; neglect; bullying or cyberbullying; grooming; child sexual or criminal exploitation; domestic abuse affecting a child; discrimination or harassment; online abuse; inappropriate adult-child relationships or communication; unsafe coaching practices; inappropriate physical contact; concerns regarding another child; or any behaviour that may place a child at risk of harm.

Concerns may relate to something occurring inside or outside the Academy.

4. Responding to a Disclosure

- **LISTEN** - Give the child time and allow them to speak in their own words.
- **REASSURE** - Explain that they have done the right thing by telling someone.
- **DO NOT INVESTIGATE** - Do not interrogate the child or confront the person concerned.
- **DO NOT PROMISE CONFIDENTIALITY** - Explain that information may need to be shared with someone who can help keep them safe.
- **RECORD** - Record what was said accurately and promptly, using the child's own words where possible.
- **REPORT** - Report the concern promptly to the Designated Safeguarding Officer.

5. Reporting Concerns

The Champions Training Academy Designated Safeguarding Officer is **Denise Castle** - info@championstrainingacademy.com.

Safeguarding concerns should normally be reported as soon as possible. Nobody should delay contacting statutory safeguarding services or the Police because the Safeguarding Officer is unavailable.

6. Concerns About Someone Working With Children

Any allegation or concern regarding a coach, employee, volunteer or other person working with children must be taken seriously. Where the relevant criteria are met, Champions Training Academy will contact the BCP Council Local Authority Designated Officer (LADO).

BCP Council LADO: 01202 817600 | lado@bcpcouncil.gov.uk

A person raising a genuine safeguarding concern should never be discouraged from contacting an appropriate external safeguarding authority.

7. Immediate Danger

Where a child is in immediate danger, seriously injured, requires urgent assistance or a crime is taking place: **CALL 999**. Protecting the child takes priority over the Academy's internal reporting process.

8. Professional Boundaries

Adults working with under-18s must maintain appropriate professional boundaries and must never use their position of authority, influence or trust to establish an inappropriate relationship with a child.

This applies to face-to-face contact, telephone communication, messaging, social media and other online communication. Particular care must be taken regarding 16 and 17-year-olds, who remain children for safeguarding purposes.

9. Martial Arts & Physical Contact

Appropriate physical contact is an inherent part of Muay Thai, martial arts, boxing and fitness coaching. Legitimate contact may include pad work, partner drills, clinch work, sparring, demonstrating or correcting techniques, safety intervention and first aid.

Contact must always be appropriate, necessary and related to coaching, safety or welfare. A coach must never use unnecessary, sexual, intimidating or otherwise inappropriate physical contact.

10. Photography, Video & Social Media

Photography and video involving children must be managed responsibly. Parental/carers consent should be obtained where appropriate for promotional use of children's images.

Photography or recording must never take place in changing areas or other private spaces. Coaches must maintain professional boundaries online and should use Academy/group or parent-inclusive communication wherever appropriate.

11. Bullying, Equality & Inclusion

Bullying, harassment and discriminatory behaviour are not acceptable at Champions Training Academy. Every child should be treated fairly and respectfully and given the opportunity to participate safely.

12. Confidentiality & Records

Safeguarding information must be handled sensitively and securely and shared only with those who need it for safeguarding purposes. Concerns about confidentiality must never prevent necessary information being shared to protect a child.

Safeguarding records will be retained securely with access appropriately restricted.

13. Safeguarding Framework

This policy has been prepared with regard to relevant legislation and guidance applicable in England, including the Children Act 1989, Children Act 2004, Sexual Offences Act 2003, relevant Position of Trust legislation, Working Together to Safeguard Children 2026, Data Protection Act 2018 and UK GDPR, Disclosure and Barring Service

requirements, and relevant safeguarding guidance for children participating in sport and physical activity.

RECOGNISE • RESPOND • RECORD • REPORT

If you're worried about a child, report it. You do not need proof before raising a safeguarding concern.