**Pop-Up Sports Child Safeguarding Policy**

**The purpose and scope of this policy**

**The purpose of this policy is:**

• To protect children and young people who receive Pop-Up Sports services. This includes the children of adults who use our services

• To provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Pop-Up Sports, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

**Statement of commitment**

Pop-Up Sports is committed to safeguarding and promoting the welfare of children and young people. Safer recruitment is central to the way we work and all staff and volunteers are expected to share our commitment to safeguarding, always creating an environment where young people feel safe and can thrive.

**Pop-Up Sports is committed to excellence in each of the following areas:**

1. Safeguarding policy, procedures, and guidance
2. Safe recruitment and suitability checking of staff
3. Training of staff, volunteers and managers
4. Two-way communication with parents/carers
5. Creating a positive environment for children where they feel safe and listened to
6. Responding quickly to concerns and reporting to other agencies

**Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England/Northern Ireland/Scotland/Wales. A summary of the key legislation is available from nspcc.org.uk/learning.

Children Act 1989

United Convention of the Rights of the Child 1991

Human Rights Act 1998

Sexual Offences Act 2003

Children Act 2004

Safeguarding Vulnerable Groups Act 2006

Protection of Freedoms Act 2012

Children and Families Act 2014

Special educational needs and disability (SEND) code of practice: 0 to 25 years; HM Government 2015

Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015

England: Working together to safeguard children: HM Government 2015

Scotland: National guidance for child protection in Scotland 2014

Wales: Safeguarding Children – Working Together under the Children Act 2004

General Data Protection Regulation (GDPR) 2018

**Accompanying procedures**

This policy should be read alongside our policies and procedures including:

* Role of the designated safeguarding officer
* Dealing with disclosures and concerns about a child or young person
* Managing allegations against staff and volunteers
* Recording and information sharing
* Code of conduct for staff and volunteers
* Safer recruitment
* Online safety
* Anti-bullying
* Managing complaints
* Whistleblowing
* Health and safety
* Induction, welfare, training, supervision and support
* Adult to child ratios
* Quality assurance
* Suitability checking

**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 the child is paramount, as enshrined in the Children Act 1989
* All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal 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
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare

**We will seek to keep children and young people safe by:**

* Valuing, listening to and respecting them
* Developing strong safeguarding policy, procedures, and guidance
* Appointing and training to an appropriate standard, a Designated Safeguarding Lead (DSL) for children and young people, a deputy and a lead board member for safeguarding as well as identifying and training a Designated Safeguarding Officer (DSO) on each site
* Adopting child protection and safeguarding practices through comprehensive and well-communicated procedures
* Carrying out a regular review of the safeguarding risk register to ensure risks are minimised and working to an agreed action plan with an annual audit submitted to board level
* Implementing a code of conduct for staff and volunteers which is regularly reviewed and updated
* 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
* Using our procedures to manage any allegations against staff and volunteers appropriately
* Safe recruitment and suitability checking of staff
* Recruiting staff and volunteers safely, ensuring all necessary suitability checks are made
* Developing a positive culture of safeguarding throughout the organisation using clear messages starting with the job advert and reiterating this through the recruitment, training and on-camp experience
* Training and support of staff, volunteers and managers
* Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
* Making staff at every level aware of their responsibilities with regard to safeguarding and providing training appropriate to their level. All staff within the organisation including those that do not necessarily have direct contact with children will receive some level of training
* Using our procedures to manage any allegations against staff and volunteers appropriately
* Ensuring the organisation is up-to-date with most recent legislation and guidance through regular training updates for key HQ staff and subscriptions to safeguarding news
* Ensuring there is a culture of honesty and speaking up, supported by effective whistleblowing measures where staff know how to report a concern
* 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
* Providing effective management for staff and volunteers through supervision, support, training and applying quality assurance measures using a regional audit structure
* Ensuring that parents and carers understand safeguarding policies that affect their children and know how to communicate a concern or complaint
* Creating a positive environment for children and young people where they feel, valued, safe and listened to
* Providing robust induction, supervision, behaviour management anti-bullying and welfare procedures and awareness of e-safety and cyber-bullying
* Ensuring that we provide a safe physical environment for our children and young people as well as staff, volunteers and members of the public by applying health and safety measures in accordance with the law and regulatory guidance
* Responding quickly to concerns and reporting to other agencies
* Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers using a variety of media
* Sharing concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately according to data protection regulations but keeping the interests of the child paramount
* Keeping an up-to-date record of all local social care, police contacts and other agencies for each site where activities take place including an understanding of differences in practice in England, Scotland and Wales

**Contact details**

Designated Safeguarding Officer (DSO)

Phone: 07817232317

Email: info@pop-upsports.co.uk

NSPCC Helpline: 0808 800 5000

In most cases the Designated Safeguarding Officer (DSO) on each site will be the Camp Manager supported by the Assistant Manager.

\* If you would like to see a copy of our policies and procedures please email: info@pop-upsports.co.uk