

AJB Sports in Education Safeguarding Policy

Welfare / Safeguarding Officer: Andy Beeston – andy@ajbsportsineducation.com
Welfare / Safeguarding Assistant: James Prentice – jimmy@ajbsportsineducation.com

AJB Sports in Education 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 Ofsted requirements.

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 at AJB Sports in Education Clubs and Camps in a safe and child centred environment
Are protected from abuse whilst participating in all areas of AJB Sports in Education, including but not limited to PE Lessons, Clubs or Camps or outside of the activity.

AJB Sports in Education 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 AJB Sports in Education will

- All employees will be subject to Disclosure and Barring Service (DBS) checks and other checks before commencing work with the company.
- 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
- In School settings AJB Sports in Education will work diligently with all schools and report any issues concerns to the AJB Sports in Education Welfare Officer (contact info above) or if not then the Assistant Welfare Officer (contact info above) who will then report to the individual schools and agree on an appropriate course of action. In serious situations AJB Sports in Education staff will report immediately to school staff members if they have serious concerns about a child's welfare.

The policy and procedures will be widely promoted and are mandatory for everyone involved in AJB Sports in Education. This 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 other appropriate bodies.
- As a result of any other significant change or event.

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Concerns about a child's or adult's wellbeing should be acted upon promptly. In the event of doubt as to how a concern should be dealt with, please refer to the AJB Sports in Education Welfare Officer.

If AJB Sports in Education customers (parents or a child) are concerned about the welfare of himself or herself or another child then following procedures of reporting will take place:

If you are a Parent / Child with a concern:

In a School Setting:

- Parents / child must report this confidentially first to the AJB Sports in Education Welfare Officer
- Document the details of the incident(s)
- The Welfare Officer and will then contact the relevant member of staff at the School
- AJB Sports in Education will then work diligently with the School and cooperate as best we can.

In a AJB Sports in Education Holiday Camp or out of School activity:

- Parents / child must report this confidentially first to the AJB Sports in Education Welfare Officer
- Document the details of the incident
- Internal investigation with full cooperation from AJB Welfare Officer will begin.
- Refer to NSPCC, Ofsted and Social Services guidelines to make a Referral

If Parents are concerned about a AJB staff member:

- Parents must report this confidentially first to the AJB Sports in Education Welfare Officer
- Document the details of the incident(s)
- Internal investigation with full cooperation from AJB Welfare Officer will begin.
- Refer to NSPCC and Social Services guidelines to make a Referral

If Parents / Children are concerned about a AJB Sports in Education Director

- Staff must report to AJB Sports in Education Assistant Welfare Officer, NSPCC and Social Services

* In all situations staff must not talk to other staff members / school teachers / other adults about the incidents / concerns. Incidents must be kept confidential and follow the procedures correctly.

For further guidelines please see below:

<https://www.nspcc.org.uk/what-you-can-do/report-abuse/>