



CoachUnlimited

CHILD PROTECTION POLICY

Reviewed April 2022

By Teresa Hames – Company Director

The aim of the CoachUnlimited Child Protection Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst in the care of sports coaches
- Allow all staff / volunteers to make informed and confident responses to specific child protection issues.
- We aim to ensure that everyone in our care achieves success according to their needs, hopes and abilities.
- We aim to provide a safe and pleasant environment in which to learn and one where there is respect for self, for others and for the environment.
- We aim to ensure active participation in lifelong learning opportunities, which are accessible.

CoachUnlimited has a duty of care to safeguard all children involved in sports sessions from harm. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. CoachUnlimited will ensure the safety and protection of all children involved in sports sessions through adherence to the Child Protection guidelines.

A child is defined as a person under the age of 18 (The Children Act 1989).

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CHILD PROTECTION POLICY

PRINCIPLES

- 1.0 CoachUnlimited takes seriously its responsibility to protect and safeguard the welfare of the children and young people entrusted to its care.
- 1.1 As part of the ethos of CoachUnlimited, the staff and directors are committed to:
 - encouraging and supporting parents/carers/guardians and working together in partnership with them.
 - listening to, relating effectively with and valuing each individual child or young person in our care.
 - ensuring that all members of staff, both coaching and support, full-time and part-time, are properly trained and supported.
- 1.2 We recognise that some children and young people today are the victims of neglect and/or physical, sexual or emotional abuse and that staff of CoachUnlimited, by virtue of their day-to-day contact with and knowledge of the children in their care, are well placed to identify such abuse and offer support to children in need.

RESPONDING TO SUSPICIONS, ALLEGATIONS OR EVIDENCE OF ABUSE, INCLUDING THOSE MADE AGAINST MEMBERS OF STAFF.

- 2.0 All action taken is in line with the Local Safeguarding Children's Board procedures, Education Act 2002, and the guidance entitled Safeguarding Children in Education.
- 2.1 Any member of staff who receives a disclosure of abuse or suspects that abuse may have occurred must report it as soon as possible to Mrs Teresa Hames, Director, who is the designated senior person for child protection issues. In the absence of T. Hames, the matter should be brought to the attention of Mrs Rachel Farrington.
- 2.2 If the suspicions in any way involve the designated Director then the report should be made in the first instance to the LA (Access and Welfare) who will advise on an appropriate course of action (see 3.5).
- 2.3 You should not discuss the matter with anyone other than those mentioned in 2.1 and 2.2.
- 2.4 It is, of course, the right of any individual as a citizen to make direct referrals to the local Social Services Department or the Police. However, members of staff are strongly urged to use the guidelines contained in this policy. If, however, you feel that the designated Director or the LA (Access and Welfare) have not responded appropriately

to your concerns, then it is open to any member of staff to make a direct referral to the Social Services Department. CoachUnlimited hopes, by making this statement that it demonstrates the commitment of this establishment to effective child protection.

THE ROLE OF THE DESIGNATED DIRECTOR

- 3.0 The designated Director shall ensure that he/she is fully conversant with procedures and will coordinate action on child abuse within CoachUnlimited, ensuring that all staff are aware of their own responsibilities in relation to child protection.
- 3.1 He/she is responsible for referring individual cases of suspected abuse to the Social Services Department, and for liaising with Social Services Department and other agencies on these and other general issues relating to child protection.
- 3.2 He/she also has responsibility for organising training on all aspects of child protection within CoachUnlimited and acts as a point of reference on child protection issues for other staff.
- 3.3 He/she will ensure that the company is kept up to date with relevant information regarding Child Protection.
- 3.4 He/she will also ensure that any recommendations made by the relevant authorities, are implemented.
- 3.5 Should the alleged perpetrator of abuse be a member of staff, he/she will consult the LA (Access and Welfare). All action taken will be in line with LA.

WORKING WITH OTHER AGENCIES

- 4.0 CoachUnlimited recognises that it is an agent of referral and not investigation. It fully accepts that the investigation of child abuse is the responsibility of the Social Services Department and the Police and will do everything possible to support and assist them in their task.
- 4.1 We will endeavour to build relationships with other agencies so that understanding, trust and confidence can be built which will help to secure effective cooperation in cases of actual or suspected abuse.

RECORD KEEPING

- 5.0 Any member of staff receiving a disclosure of abuse from a child or young person, or noticing signs or symptoms of possible abuse in a child or young person, will make notes as soon as possible (eg within an hour), writing down as exactly as possible, what was said or seen and putting the scene into context, time and location. Dates and times of events should be recorded as accurately as possible, together with a note of when the record was made.
- 5.1 All handwritten notes will be kept, even if they are subsequently typed up in a more formal report.
- 5.2 All records of a Child Protection nature should be handed to the designated Director and will be kept securely by him/her. Access to these records is on a 'need to know' basis and decisions about access will be made by the designated Director.

5.3 All DBS checks to be carried out by Rachel Farrington every 3 years. Records to be kept in secure central, locked filing cabinet.

5.4 Single Central Record master document kept by Rachel Farrington and to be held on a password protected company computer.

SUPPORT FOR CHILDREN/STAFF/FAMILIES

6.0 For any child undergoing a child protection referral and investigation the need for support will be great and quite often such support will be limited to what the company can offer. We aim at least to provide a secure learning environment in which the child feels valued and protected.

6.1 The designated coach will, whenever possible, make him/herself available to discuss individual children or situations with concerned members of staff.

6.2 CoachUnlimited will offer support, where needed, to the family of a child or children involved in a child protection investigation within the time and expertise constraints of its role and always remembering the limits of confidentiality on all members of staff and the fact that it is the welfare of the child that is paramount.

PARENTAL INVOLVEMENT

7.0 CoachUnlimited is committed to helping parents understand its responsibility for the welfare of all pupils.

7.1 Parents will be made aware of CoachUnlimited child protection policy via the Directors on demand.

SPORTS COACHING

8.0 Staff will involve themselves, where requested, in the elements of the school's curriculum to raise pupils' awareness and build confidence so that they have a range of contacts and strategies to ensure their own protection and understand the importance of protecting others.

8.1 There are many links between this policy and other policy documents and curriculum guidelines produced by schools in which coaching is delivered. In particular there are links with:

- PSHCE
- RE
- Sex Education
- Bullying and Harassment
- Equal Opportunities
- Special Needs Education

TRAINING

9.0 The designated Director and his/her deputies shall attend appropriate training in line with Sports Coach UK guidelines.

- 9.1 All staff, both coaching and support, full-time and part-time, shall have access to appropriate training on a regular basis. This will cover both child safeguarding and staff safeguarding agendas.
- 9.2 All new members of staff, both coaching and support, full-time and part-time, will receive a copy of the Child Protection leaflet.

THE ROLE OF THE DIRECTORS

- 10.0 Mrs T Hames, Director, will act as the nominated CoachUnlimited Director for Child Protection issues. In the absence of this Director, any urgent matter should be brought to the attention of Mrs R Farrington.
- 10.1 The Directors will receive annually a report on changes to child protection policy or procedures.
- 10.2 The nominated Director will ensure, that the company has a Child Protection policy and procedures in place, and which are known to all members of staff.
- 10.3 He/she will liaise when necessary and with due regard to issues of confidentiality with the other Directors, re. allegations of abuse.
- 10.4 He/she will attend training for Child Protection as appropriate.
- 10.5 Should a complaint be made to a Director about action by Contracted Partners or a member of staff of a child protection nature it should be passed immediately to the nominated Director who will seek advice from the LA (Access and Welfare) before any action is taken.

PREVENT

- 11.1 Prevent training will be given to all staff members at the same time as overall safeguard training.
- 11.2 Prevent policy will be displayed at all times in the company office.
- 11.3 Prevent policy and training will be reviewed annually, along with the safeguarding policy.

REVIEW

- 12.0 This policy shall be reviewed annually.