

Child Protection / Safeguarding Policy

Progressive Sports acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. The safety and wellbeing of all children in the care of Progressive Sports staff is paramount.

Key principles of this policy include: -

- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs, or sexual orientation.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organisations / Schools, children and young people and their parents or carers is essential (Multi Agency approach)
- Progressive Sports Staff will take relevant action to enable all children and young people to have the best outcome and feel safe and secure in all our environments / settings and be protected from poor practice and all forms of abuse. This includes: - physical, sexual, or emotional harm and from neglect, child on child abuse or bullying.

Safer Recruitment

Progressive Sports has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual, or emotional harm and from neglect, child on child abuse or bullying. It is noted and accepted that the Progressive Sports Child Protection/Safeguarding policy applies to everyone in all services the company provides, whether in a paid or voluntary capacity.

We will ensure that all senior Progressive Sports staff follow the Child Protection and Safeguarding policy and best practice guidelines for recruiting such people and will adhere to safer recruitment checks, including:

- Develop a role profile
- Request identification documents and copies
- Conduct an online safety check of the individual
- As a minimum meet and interview the applicant(s)
- Request and follow up references before appointing
- DBS Enhanced Disclosure (Progressive Sports staff with direct access to children and young people will be required to complete this process)

If there are concerns regarding the appropriateness of an individual who is already involved or who has been recruited an investigation will be led by the management team.

It is noted and accepted following appropriate checks employment will be considered following the relevance and significance of the information obtained.

All decisions will be made in the best interests of children and young people.

Active Camps / WA settings

Each setting requires a lead safeguard practitioner. All staff onsite will be L1/L2 safeguarding trained and regular training and updates to policy's are shared upon change. All staff on site understand how to raise a safeguarding incident and flow charts are on hand to remind them of this.

Management of Safeguarding / Designated Safeguarding Lead (DSL)

The Designated safeguarding lead (DSL) for Progressive Sports will be L3 qualified and undergo regular training to ensure they can carry out the role with this training being updated every two years.

Alongside this training regular CPD should be carried out via safeguarding lead meetings, meeting with other DSLs and using other avenues to ensure they are aware of any recent safeguarding developments.

Progressive Sports is responsible for ensuring that all staff undertake safeguard training including Prevent Duty and FGM training, as well as ensuring internal training is provided on a half termly basis.

Supervision of safeguarding inc training

- All team members/staff of Progressive Sports go through a thorough induction to the business
- Complete safeguarding qualifications as part of their onboarding
- Complete all other necessary safeguarding courses such as Prevent and FGM
- Provided Progressive Sports policies and procedures and also informed of all updates
- Provided with the latest KCSIE policy
- Quality assurance observations are carried out regularly
- Termly team meetings to ensure best practice is adhered to
- Are made of local support available

Child Abuse & Neglect

This is defined as any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly or indirectly by failing to protect them from harm.

Some forms of child abuse and neglect being: -

Emotional Abuse - the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of child maltreatment, although it may occur alone.

Physical Abuse - hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.

Sexual Abuse - forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.

Neglect - the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to provide adequate supervision or to allow access to medical treatment.

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour; deterioration in a child's general well-being
- unexplained bruising or marks; comments made by a child which gives cause for concern (e.g., a child being subjected to (or is at risk of) female genital mutilation)
- inappropriate behaviour displayed to another adult or child (e.g., inappropriate sexual comments, excessive one-to-one attention or inappropriate sharing of images).

Suspected or Disclosed Child Abuse

When a child makes a disclosure to staff, they have been trained to: -

- reassure the child that they were not to blame and were right to speak out.
- listen to the child but not ask them leading questions. Only questions asked to gain clarification and further information is acceptable to make an informed decision or referral.
- give reassurance that the staff member will take action.

- If a child is at risk of immediate harm and/or is unsafe to go home, make an urgent Request for Support from the local authority (details below) or call the Police on 999.
- If no immediate risk of harm, provide internal support and/or refer to other agencies in line with Local Authority Safeguarding Support and KSCMP procedures, as appropriate. For example, signposting to community services and/or early help open access, a non-urgent call to the Police via 101, reporting allegations against staff to the County LADO Service, or make a Request for Support.
- Where there is uncertainty, advice can be sought from a Local Authority Social Worker

Any concerns raised from staff, parents or children will be taken seriously and the correct procedures will be followed. However, Progressive Sports cannot guarantee child confidentiality if concerns are such that a referral must be made to the appropriate agencies to safeguard the child's welfare.

Progressive Sports recognises the importance and is committed to building and maintaining a culture of safety in which children in our care are protected from abuse, harm and radicalisation. Progressive Sports will respond promptly and appropriately to all incidents or concerns that may occur regarding the safety of a child.

Child Abuse Types and Signs to look out for

Physical	Emotional
<ol style="list-style-type: none"> 1. Unexplained/Suspicious bruises, burns, cuts or injuries. 2. Bite Marks 3. Anti-social behaviour 4. Fear of adults and/or a particular adult 	<ol style="list-style-type: none"> 1. Apathy 2. Depression 3. Hostility or stress 4. Lack of concentration 5. Eating disorders
Sexual	Neglect
<ol style="list-style-type: none"> 1. Inappropriate interest or knowledge of sexual acts 2. Nightmares and bed wetting 3. Drastic changes in appetite 4. Overcompliance or excessive aggression 	<ol style="list-style-type: none"> 1. Unsuitable clothing for weather 2. Dirty or unbathed 3. Extreme Hunger 4. Apparent lack of supervision 5. Stealing/ hoarding food

Child-on-child abuse

All staff should be aware that children can abuse other children (Previously peer-on-peer abuse), and that it can happen both inside and outside of school.

All staff should be clear with how to deal with this in regard to child-on-child abuse and the important role they have to play in preventing it / responding and reporting this.

All staff should understand that even if there are no reports in their schools it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding child-on-child abuse they should speak to their designated safeguarding lead (or a deputy).

It is essential that all staff understand the importance of challenging inappropriate behaviours between children, many of which are listed below, that are abusive in nature.

Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Child-on-child abuse is most likely to include, but may not be limited to: -

- **Bullying** (including cyberbullying, prejudice-based and discriminatory bullying)
abuse in intimate personal relationships between children (sometimes known as ‘teenage relationship abuse’)
- **Physical abuse** such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- **Sexual violence** such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- **Consensual image sharing**, especially between older children of the same age, may require a different response. It might not be abusive – but children still need to know it is illegal- whilst non-consensual is illegal and abusive.
- **Sexual harassment** such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- **Causing someone to engage in sexual activity** without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- **Consensual and non-consensual sharing of nude** and semi-nude images and/or (also known as sexting or youth produced sexual imagery)

- **Upskirting** which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm.
- **Initiation/hazing type violence and rituals** (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Child Criminal Exploitation (CCE) and Child Sexual Exploitation

Both CCE and CSE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.

Child Criminal Exploitation (CCE)

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting, or pickpocketing. They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this type of exploitation, as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others. As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals, (particularly older children), and they are not treated as victims. 10 Sharing nudes and semi-nudes advice for education settings they may still have been criminally exploited even if the activity appears to be something they have agreed or consented to.

It is important to note that the experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however professionals should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet.

CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge for example through others sharing videos or images of them on social media.

CSE can affect any child who has been coerced into engaging in sexual activities. This includes 16- and 17-year-olds who can legally consent to have sex. Some children do not realise they are being exploited and may believe they are in a genuine romantic relationship.

Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, wellbeing, development, and ability to learn.

Disguised Compliance

This involves parents and carers appearing to co-operate with professionals in order to allay concerns and stop professional engagement.

Parents and carers may minimise concerns raised by practitioners or deny that there are any risks facing children. They can develop good relationships with some professionals whilst criticising or ignoring others which can also divert attention away from parents' own behaviour by manipulating professionals and situations to avoid engagement or intervention. Some parents and carers may say the right things or engage 'just enough' to satisfy practitioners.

To recognise Disguised Compliance, the club will:

- Display professional curiosity when working with families and not accept information from parents and carers at face value without investigating further.

- Establish the facts and gather evidence about what is happening or has been achieved.
- Focus on the child's lived experience rather than the parents' and carers' actions.
- Joint unannounced visiting - where necessary - to try and develop effective and honest communication.

If disguised compliance is suspected or disclosed the Club will follow the same procedures as set out above for responding to child abuse.

County Lines

County lines means the exploitation of children to move and store drugs. Illegal drugs are transported from one area to another, often across Police and local authority boundaries, usually children. If county lines is suspected or disclosed the Club will follow the same procedures as set out above for responding to child abuse.

Extremism & Radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. Please read our Extremism and Radicalisation Policy for more information.

If radicalisation is suspected or disclosed the Club will follow the same procedures as set out above for responding to child abuse.

Prevent

The prevent duty's aim is to help stop vulnerable people from being exploited and drawn into terrorism, radicalisation, and extremism. Prevent is a key part in the governments counter terrorism strategy, CONTEST. Radicalisation is a process in which people support terrorism and extremism and, in some cases, participate in terrorist groups.

FGM (Female Genital Mutilation)

FGM is a painful, non-medical procedure undertaken on girls and young women which can seriously harm their long-term health. It is a form of child abuse.

Responding to Concerns, Suspicions and Allegations

Introduction

People working in sport are well placed to recognise or receive concerns relating to the welfare of young people. They have a responsibility to respond to these

concerns whether it relates to a child's family situation or concerns arising from their involvement in sport. It is important to note that most children do not share their concerns with adults and therefore rely on those adults they have contact with to be alert to the fact they may be experiencing problems in their lives.

(The DSL at Progressive Sports will ensure that:

- Safeguarding Policies and Procedures are reviewed regularly **(Next due Sept 25)**
- All occurrences are properly reported and recorded where appropriate electronically or manually if technology is unavailable. This includes informing Schools / Child Protection Agencies or LSCB **where appropriate.**

All reported occurrences are reviewed so that preventative measures can be taken, and to ensure best practise has been followed.

- Staff receive regular updates and information as well as training where necessary.
- Staff are aware of, and follow, Progressive Safeguarding Procedures (Safeguarding is everyone's responsibility) **In an emergency call 999.**
- Staff receive advice and support on how to protect children from risk or harm from trained social workers when reporting a safeguarding concern who will provide advice and next steps.
- Communication between Progressive Sports and the School DSLs is transparent and open with regards to suspected child abuse and the Multi Agency approach is followed.

Remember delay may place a child at further risk.

Reporting Concerns

If staff witness or suspect abuse and the child is in immediate danger in an emergency

(e.g. physical abuse or an allegation of recent sexual abuse), staff will dial **999**.

A record of this will be needed either Manually or Electronically and SLT and Management will need to be aware of the actions.

The lead on site Safeguarding lead will need to act calm when dealing with any safeguarding concern. **A clear Record the detail of a safeguarding concern needs to be recorded and time stamped.**

If judged not an emergency, the person receiving information should ensure they are aware of the Progressive Sports guidelines for responding to concerns and pass on the information to the designated person with responsibility for child protection. This needs to be reported to the initial response team/Front Door Service (Local statutory organisation or police if in an emergency) and if advice is needed then the onsite safeguarding lead will need to directly liaise with SLT and following this will then seek advice from the Front Door Service.

Listen to the advice provided by the trained social workers who will ask for more information on the child: - Inc DOB and address (multi-Agency approach) and again will support and provide valuable advice in regard to next steps.

Following on from the advice provided from the Local Authority, SLT and management need to be aware of the outcome and this can be done either on the phone or via email and this can then be shared with the relevant referral authority / schools (DSL's) and again reporting of this needs to happen.

When dealing with safeguarding concerns staff should: -

- React calmly so as not to frighten the young person.
- Take what the young person says seriously. Recognise any difficulties inherent in interpreting what is said by them as they may have a speech disability and/or differences in language.
- Avoid asking leading questions other than those that seek to clarify an understanding of what has been said. The young person may be formally interviewed by the police or social services, and they should not have to repeat their account.
- Reassure the young person but do not make promises of confidentiality which might not be feasible in the light of subsequent developments.
- Explain to the young person that they may have to share their concerns with someone who is able to act.
- Make a full record of what had been said, heard and/or seen as soon as possible.

NB. It may not be that all young people are able to express themselves verbally. Communication difficulties may mean that it is hard for them to complain or be understood. However, where there are concerns about the safety of a young person, record what has been observed in detail and follow Progressive Sports procedures to report these concerns.

3.2.2 Actions to Avoid

The person receiving the disclosure should not:

- Dismiss the concern.
- Panic.
- Allow their shock or distaste to show.
- Ask leading questions.

- Speculate or make assumptions.
- Make negative comments about the alleged abuser.
- Approach the alleged abuser.
- Make promises or agree to keep secrets.

Sharing Concerns with Parents

There is always a commitment to work in partnership with parents or carers where there are concerns about their children. Therefore, in most situations, it would be important to talk to parents or carers to help clarify any initial concerns. For example, if a child seems withdrawn, there may be a reasonable explanation. They may have experienced an upset in the family, such as a parental separation, divorce, or bereavement. If concerns still exist, it is important that the Designated Person (see 5.6) is contacted. If they are not available, the situation should be referred on to the police or social services.

When it is not appropriate to share concerns with parents

There are circumstances in which a young person might be placed at even greater risk if concerns are shared (e.g., where a parent or carer may be responsible for the abuse or not able to respond to the situation appropriately). In these situations, or where concerns still exist, any suspicion, allegation or incident of abuse must be reported to the Designated Person as soon as possible and recorded.

Advice and guidance should be sought from the local social services officer with respect to consulting with parents.

3.7 Records and Information

Information passed to the social services, or the police must be as helpful as possible, hence the necessity for making a detailed record at the time of the disclosure/concern.

- The young person's name, address, and other relevant information.
- The nature of the allegation.
- A description of any visible bruising or other injuries.
- The child's account, if it can be given, of what has happened.
- Details of the alleged or suspected abuser.
- Witnesses to the incident(s).
- Any times, dates, or other relevant information.
- A clear distinction between what is fact, opinion, or hearsay.

Reporting the matter to the designated person (or police or social services department) should not be delayed by attempts to obtain more information. Wherever possible, referrals telephoned to the designated person, social services or the police should be confirmed in writing within 24 hours. A record should be made of the name and designation of the social services member of

staff or police officer to whom the concerns were passed, together with the time and date of the call, in case any follow-up is needed. It is the responsibility of the person reporting the concerns to ensure written confirmation is completed. If details have been sent to either social services and/or the police a copy should also be sent to the designated person. If the concern is about the designated person this information should be sent to the Partnership Director.

3.8 Allegations against Staff or Volunteers of Progressive Sports

An allegation against anyone working with children in a paid or voluntary capacity (e.g., volunteers or helpers in clubs, tournament officials, team managers on training camps, coaches) could occur. Child abuse can and does occur outside the family setting. Although it is a sensitive and difficult issue, child abuse has occurred within institutions and may occur within other settings (e.g., sport or other social activities). Recent inquiries indicate that abuse that takes place within a public setting is rarely a one-off event. It is crucial that those involved in sport are aware of this possibility and that all allegations are taken seriously, and appropriate action taken. It is important that any concerns for the welfare of the child, arising from abuse or harassment by a member of staff or volunteer, should be reported immediately to the Designated Person, as in section 3.2.1.

3.8.1 Seek Advice

On occasions, the designated person may be informed of situations where there is uncertainty about whether the allegation constitutes abuse or not and therefore is unclear about what action to take. In all circumstances whether the allegations are about poor practice or abuse advice should be sought from social services, police, or the NSPCC. This is because staff working for Progressive Sports including the designated person are not experts and will not be able to make judgements as to whether a child is being abused or not.

3.8.2 Support for the Reporter of Suspected Abuse

It is acknowledged that feelings generated by the discovery that a member of staff or volunteer is, or may be abusing a child, will raise concerns among other staff or volunteers. This includes the difficulties inherent in reporting such matters.

Progressive Sports assures all staff, coaches, officials, and volunteers that it will fully support and protect anyone who, in good faith (without malicious intent), reports his or her concern about a colleague's practice or the possibility that a child may be being abused. Progressive Sports have adopted several policies and procedures are appropriate to this. These include:

- Whistle blowing policy.
- Disciplinary and Grievance procedure.

Copies of these policies and procedures are available from the Human Resources Department, Progressive Sports, The Crown Building, Sandy Lane, Rugeley, WS15 2LB.

3.8.3 Types of Investigation

Where there is a complaint of abuse against a member of staff or volunteer, there may be three types of investigation:

- Criminal (carried out by the police).
- Child protection (carried out by social services and/or the police).
- Disciplinary or misconduct (carried out by Progressive Sports and LADO)
- Civil proceedings may also be initiated by the person/family of the person who alleged the abuse.

The results of the police and social services investigation may well influence Progressive sports disciplinary investigation, but not necessarily.

Where a child is **at risk of immediate serious harm**, a referral will be made to the relevant Child Protection Agencies immediately and could include contacting the **Police on 999** anti-terrorisms on **0800 789 321**.

4 - Monitoring and Review

Progressive Sports will regularly review any incidents detailed, ensure that all staff has adequate training and resources to deal with any issues of child protection. This policy will be reviewed **September 2025**

Key contact information:

- *Staffordshire- Education Safeguarding Advice Service (ESAS) - 01785 895836*
- *Staffordshire Safeguarding Children Partnership 0300 111 8007*
- *Staffordshire evenings and weekends 0345 604 2886*
- *Gloucester Children & Families Front Door Service (MASH) - 01452 426 565*
- *Emergency Duty Team (EDT): - 01452 614 194 (general concerns)*
- *Kent Integrated Children's Services/ Children's Social Work Services*
Select 'urgent' if there is an immediate risk/concern
Front Door Service: 03000 411111
Out of Hours Number: 03000 419191
- *Kent Safeguarding Children Multi-Agency Partnership (KSCMP) 03000 421126*
- *Croydon MASH – 020 82552888 (office hours)*
Emergency Duty Team – 020 8 726 6400 (out of hours)
- **Greenwich MASH – 020 8931 3172 (office hours)**
Emergency Duty Team – 020 8854 8888 (out of hours)
- **Immediate danger: Call the Police - 999**

Example form if electronically or technology fails.
 Also emailing a concern is an accepted way of reporting to LA if they ask for more information on the concern and share you an appropriate email address.

REPORTING CONCERNS ABOUT CHILDREN FORM (Private)

Name of child	
Age and date of birth	Ethnicity
Religion	First language
Disability	Any special factors
Parent/carer name(s)	
Home address (and phone number)	
Are you reporting your own concerns or passing on those of somebody else? Please give details.	
Brief description of what has prompted the concerns. Please include dates/times etc. of any specific incidents.	

Physical signs?

Behavioural signs?

Indirect signs?

Have you spoken to the child? If so, what was said?

Have you spoken to the parent(s)? If so, what was said?

Has anybody been alleged to be the abuser? If so, give details.	
Have you consulted anybody else? Please give details.	
Your name and position.	
To whom the incident is reported and date of reporting?	
Signature	Today's date

This form should be returned DIRECT without delay to:

The Child Protection Officer
 Progressive Sports
 The Crown Building
 Sandy Lane
 Rugeley
 Staffordshire
 WS15 2LB

Please mark your envelope PRIVATE & CONFIDENTIAL

or email a.shakesheave@progressive-sports.co.uk (National)
h.kent@progressive-sports.co.uk (South East London)
j.knight@progressive-sports.co.uk (North Gloucester)