

## beYou Safeguarding Policy

Version 1

Completed Date: 15<sup>th</sup> January 2025

Review Date: 15<sup>th</sup> January 2026

### 1. Policy Statement

At beYou, the safety and well-being of children and young people are paramount. We are fully committed to creating a safe, inclusive, and supportive environment where every individual is protected from harm. This policy outlines our approach to safeguarding and child protection and is aligned with statutory guidance, including *Keeping Children Safe in Education* (KCSIE) and the Children Act 1989 and 2004.

### 2. Scope

This policy applies to all staff, volunteers, and external partners working with or on behalf of beYou. It covers all activities, whether delivered on-site, in schools, or in the community.

### 3. Key Principles

- The welfare of the child is paramount.
- All children and young people, regardless of age, disability, gender identity, race, religion, or sexual orientation, have the right to feel safe and be protected from harm.
- Safeguarding is everyone's responsibility.
- Concerns about a child's welfare will always be acted upon promptly and appropriately.

**4. Legal Framework** This policy is underpinned by key legislation and statutory guidance, including:

- Children Act 1989 and 2004
- Education Act 2002
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (2023)
- The Prevent Duty (2015)
- GDPR and Data Protection Act 2018

### 5. Roles and Responsibilities

- Designated Safeguarding Lead (DSL): Responsible for overseeing safeguarding practices, managing concerns, and ensuring compliance with safeguarding procedures.
- Staff and Volunteers: All personnel are required to report any concerns about a child's welfare to the DSL immediately. They must also complete regular safeguarding training.

- Management Team: Responsible for implementing this policy, ensuring adequate resources are available, and supporting the DSL.

## 6. Safer Recruitment

We adhere to safer recruitment practices to ensure that all individuals working with children are suitable. These include:

- Enhanced Disclosure and Barring Service (DBS) checks.
- Verification of identity, qualifications, and professional references.
- Interviews with safeguarding-specific questions.

## 7. Recognising and Responding to Concerns

All staff are trained to recognise signs of abuse, neglect, and exploitation. Types of abuse include:

- Physical Abuse: Deliberate physical harm or injury to a child. Indicators include unexplained bruises, burns, fractures, or fear of physical contact.
- Emotional Abuse: Persistent emotional maltreatment affecting a child's mental health and development. Indicators include low self-esteem, withdrawal, or excessive fearfulness.
- Sexual Abuse: Forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. Indicators include inappropriate sexual knowledge, difficulty walking or sitting, or reluctance to be alone with certain individuals.
- Neglect: Persistent failure to meet a child's basic needs, resulting in harm. Indicators include poor hygiene, inadequate clothing, or constant hunger.
- Online Abuse: Abuse that takes place via the internet, including grooming, cyberbullying, or exposure to inappropriate content.

Concerns must be reported using a Cause for Concern form. The form should include:

- Details of the child, including name, age, and any known background information.
- A factual account of what was observed or reported, including dates, times, and locations.
- Any actions taken, such as discussions with the child or parents (if appropriate).
- The name of the person completing the form and the date it was completed.

The completed Cause for Concern form must be submitted to the DSL immediately. The DSL will record and assess the concern, take appropriate action (e.g., referring to Children's Social Care or the police), and inform the child's school or parent/carer where appropriate.

## 8. Confidentiality and Information Sharing

Information about safeguarding concerns will be handled sensitively and shared only with those who need to know. Decisions about sharing information will follow GDPR, Data Protection Act 2018, and relevant safeguarding guidance.

### 9. Training and Awareness

All staff and volunteers will complete safeguarding training annually. This includes:

- Child protection training.
- Training on the Prevent Duty.
- Awareness of online safety and emerging risks.

### 10. Online Safety

We are committed to protecting children from online risks. Staff are trained to promote safe internet use, and we work with schools to educate children about online safety.

*See the beYou Online Safety Policy*

### 11. Whistleblowing

All staff and volunteers are encouraged to report any concerns about malpractice or failures in safeguarding practices. Concerns can be raised with the DSL or management team and will be handled confidentially.

*See the beYou Whistleblowing Policy*

### 12. Monitoring and Review

This policy will be reviewed annually or sooner if there are significant changes in legislation or guidance. The DSL is responsible for ensuring its effective implementation.

### 13. Contact Information

- Designated Safeguarding Lead (DSL): Louis Kirk – Co-Founder – [Louis@firststep-sports.co.uk](mailto:Louis@firststep-sports.co.uk) - 07788232189
- Deputy DSL: Rob Brown – Managing Director – [robert@firststep-sports.co.uk](mailto:robert@firststep-sports.co.uk) - 07880231620
- Local Authority Children's Social Care: Hull City Council
  - EHASH - 01482 448 879 option 4
  - Emergency Duty Team - 01482 300 304 (Out of hours)
- NSPCC Helpline: 0800 800 5000

Approval and Sign-Off This policy has been approved by the management team and is effective from 15/01/2025.

Signed:

Rob Brown

Managing Director

beYou, First Step Sports Group

