



Safeguarding Policy

Policy Date: February 2025

Review Date: February 2028

Purpose and Scope of the Policy

The purpose of this policy is to protect children and adults of all ages who receive Elevate Performance Academy's services. This includes the children of adults who use our services and any partner clubs or affiliated organisations. This policy provides parents, staff, and volunteers with the overarching principles that guide our approach to child protection. Our policies and practices are available online and upon request. This policy applies to all individuals working on behalf of Elevate Performance Academy, including senior managers, the board of trustees, paid staff, volunteers, sessional workers, agency staff, and students.

Legal Framework

This policy has been drawn up based on legislation, policy, and guidance designed to protect children in England, Northern Ireland, Scotland, and Wales. A summary of key legislation is available at www.nspcc.org.uk/learning.

Related Policies and Procedures

This policy should be read alongside Elevate Performance Academy's organisational policies and procedures to ensure a safe working environment. The Policy and Procedures Handbook for Safeguarding Children and Adults 2025-26 is available upon request.

Our Commitment

We believe that:

- Children and adults should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and adults, ensuring their safety through best practices.

We recognise that:

- The welfare of children and adults is paramount.
- All individuals, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have a right to equal protection from all types of harm or abuse.
- Some children and adults are particularly vulnerable due to past experiences, dependency levels, communication needs, or other factors.
- Working in partnership with children, adults, their parents, carers, and other agencies is essential in safeguarding.

Keeping Children and Adults Safe

Elevate Performance Academy is committed to ensuring safety by:

- Valuing, listening to, and respecting children and adults.
 - Appointing a Designated Safeguarding Officer (DSO) for children and young people, along with a deputy and lead trustee/board member for safeguarding.
 - Implementing best practices through policies, procedures, and a code of conduct.
 - Developing and enforcing an effective online safety policy.
 - Providing training, supervision, and quality assurance for staff and volunteers.
 - Conducting thorough background checks on staff and volunteers.
 - Maintaining professional, secure records.
 - Sharing safeguarding information with relevant agencies while involving children, adults, parents, families, and carers appropriately.
 - Managing allegations against staff and volunteers appropriately.
 - Creating an anti-bullying environment with clear policies.
 - Establishing effective complaints and whistleblowing measures.
 - Ensuring a safe physical environment through proper health and safety measures.
-

Definitions of Abuse

- **Physical Abuse:** Inflicting harm through hitting, shaking, poisoning, suffocating, etc.
 - **Emotional Abuse:** Persistent emotional maltreatment leading to developmental harm.
 - **Sexual Abuse:** Forcing or enticing a child into sexual activities, including online exploitation.
 - **Neglect:** Persistent failure to meet basic needs, leading to significant harm.
 - **Child Sexual Exploitation (CSE):** Exploitation of a child for sexual purposes in exchange for something of value.
 - **Child Criminal Exploitation (CCE):** Manipulation or coercion of a child into criminal activity.
 - **Extremism:** Encouraging division, discrimination, or violence against vulnerable groups.
 - **County Lines:** Criminal networks exploiting children to transport drugs.
-

Organisational Policies

- **Training:** All staff and volunteers must complete safeguarding training, refreshed every three years.
 - **Enhanced DBS Checks:** All staff must undergo an enhanced Disclosure and Barring Service (DBS) check.
-

Records and Retention

- Safeguarding concerns must be recorded and stored confidentially for a minimum of six years.
 - Allegations against staff must be stored until retirement age or at least ten years.
-

Confidentiality

- Child protection concerns must not be discussed across the workforce.
 - Personal disclosures must remain strictly confidential.
 - In cases where a child is at risk of harm, consent is not required for reporting concerns.
-

Whistleblowing

- See the Elevate Performance Academy Handbook for the whistleblowing procedure.

E-Safety

- Personal emails, mobile numbers, and social media should not be used for contacting children.
 - Approved technology use must be monitored and authorized at a managerial level.
-

Photography

- Written parental/carer consent must be obtained before photographing children under 18.
 - Clear agreements must be made regarding how images are used.
-

Visitor Management

- All visitors must sign in with the Lead Organiser.
 - Visitors will be escorted unless they provide DBS clearance and photo ID.
 - Visitors must sign and agree to the Safeguarding Policy.
-

Safeguarding Leads

Name: Chad Thorne

Email: admin@elevate-performance.uk

Phone: 07745476144

This policy aligns with the Children Act 1989 and 2004, and the Working Together to Safeguard Children Act 2018.
