



Chantel & Marc's Sports Academy

SAFEGUARDING CHILDREN POLICY AND PROCEDURES

Chantel & Marc's Sports Academy ("CMSAUK LTD") 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 FA/UKCC 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 the appropriate venue in which CMSAUK LTD operates, in a safe and child centred environment
- are protected from abuse whilst participating in CMSAUK LTD's sporting activities or outside of the activity.

CMSAUK LTD 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 CMSAUK LTD will:

- 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
- ensure robust safeguarding arrangements and procedures are in operation

We endorse and adopt The FA's Responsible Recruitment guidelines for recruiting volunteers and we will:

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with two references before appointing



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- Require an FA CRB Unit Enhanced Disclosure where appropriate in line with FA guidelines.

We acknowledge and endorse The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable in our league. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the CWO or alternatively, in cases of serious bullying, we may contact the CFA Welfare Officer.

Respect codes of conduct for Players, Parents/Carers, Officials and Coaches have been implemented by our Club. In order to validate these Respect codes of conduct the Club has clear actions it will take regarding repeated or serious misconduct at Club level and acknowledges the possibility of potential sanctions which may be implemented by the CFA in more serious circumstances. All registering members will be required to adopt the Respect codes.

Reporting your concerns about the welfare of a child or young person - Safeguarding is everyone's responsibility. If you are worried about a child, it is important that you report your concerns - no action is not an option.

- If you are worried about a child then you need to report your concerns to CMSAUK LTD's CWO, Chantel Hayeem T. 07956443034 E. chantelhayeem@icloud.com
- If the issue is one of poor practice they will either: a. Deal with the matter themselves or b. Seek advice from the CFA Welfare Officer
- If the concern is more serious - possible child abuse - they will, where possible, contact the CFA Welfare Officer first, then immediately contact the Police or Children's Services
- If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let your CFA Welfare Officer know what action you have taken
- If at any time you are not able to contact your Club Welfare Officer, or the matter is clearly serious then you can either:
 - a. contact your CFA Welfare Officer directly
 - b. contact the Police or Children's Social Care
 - c. call the NSPCC 24 hour Helpline for advice on 0808 800 5000 or text 88858 or email help@nspcc.org.uk

Please note: The FA's Safeguarding Children Policy and Procedures is available via www.TheFA.com/Footballsafes. Click on the 'downloads' under Policy and Procedures. It outlines in detail what to do if you are concerned about the welfare of a child and includes flow diagrams to describe this process. This is also covered within the Safeguarding Children workshop, where participants are given the opportunity to discuss how this feels and how best they can prepare themselves to deal with such a situation.

Further advice on Safeguarding Children matters can be obtained from:

- Hertfordshire FA County Football Association's Welfare Officer T: 01462 650215. E: richard.drake@hertfordshirefa.com



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- www.TheFA.com/Footballsafes
- Footballsafes@TheFA.com
- The FA Safeguarding Children general enquiry line 0845 210 808

Monitoring:

The 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 OFSTED
- as a result of any other significant change or event

Links to support:

For victims, reporters, friends and family: -

[ChildLine](#) – for young people to access help

[The NSPCC](#)– for adults to access help or report a concern

[Young Minds](#) - young people's wellbeing and mental health

Club Safeguarding Officers (CSOs)

[MOSAC](#): providing a safe place for parents and carers

[Lucy Faithful Foundation](#): the only UK-wide child protection charity dedicated solely to reducing the risk of young people being sexually abused: Tel: 0808 1000 900, Email: help@stopitnow.org.uk

[Child and Adolescent Mental Health Services](#) (CAMHS) are NHS funded services for young people in the mental health arena in the UK

[Bullying UK](#) - bullying in Sport – support/what to do

(Last reviewed March 2018)