



UNITY SPORTS COLLECTIVE CIC

SAFEGUARDING & CHILD PROTECTION POLICY

1. Policy Statement

Unity Sports Collective CIC is committed to safeguarding and promoting the welfare of all children and young people. We recognise our responsibility to provide a safe, supportive, and inclusive environment where all participants feel protected from harm.

We believe that:

- All children and young people have the right to be safe and protected from abuse
- Safeguarding is everyone's responsibility
- Early intervention is essential in protecting vulnerable individuals
- All concerns must be taken seriously and responded to appropriately

This policy applies to all staff, volunteers, coaches, and anyone working on behalf of the organisation.

2. Purpose of the Policy

This policy outlines how Unity Sports Collective CIC will:

- Protect children and young people from harm
- Respond to safeguarding concerns
- Ensure safe recruitment and staff conduct
- Promote a safe and youth-centred environment

3. Legal Framework

This policy is informed by relevant UK legislation and guidance, including:

- Children Act 1989 & 2004
- Working Together to Safeguard Children (2018/2023)
- Keeping Children Safe in Education (KCSIE)
- The Care Act 2014 (where applicable)

4. Definitions of Abuse

Abuse may include:

- **Physical abuse** – causing physical harm
- **Emotional abuse** – persistent emotional ill-treatment
- **Sexual abuse** – involving a child in sexual activity
- **Neglect** – failure to meet basic needs

- **Exploitation** – including criminal or sexual exploitation

Staff must be aware of additional risks such as:

- peer-on-peer abuse
- gang involvement
- online harm
- domestic abuse exposure

5. Safeguarding Responsibilities

Designated Safeguarding Lead (DSL)

Unity Sports Collective CIC will appoint a DSL responsible for:

- Managing safeguarding concerns
- Acting as the main point of contact
- Liaising with external agencies (e.g. social services, police)
- Keeping records of incidents and concerns

All Staff and Volunteers Must:

- Undertake safeguarding training
- Hold an Enhanced DBS check
- Be vigilant and recognise signs of abuse
- Report concerns immediately
- Maintain professional boundaries

6. Safer Recruitment

We are committed to safe recruitment practices, including:

- Enhanced DBS checks for all staff and volunteers
- Identity and reference checks
- Clear role descriptions
- Safeguarding training before working with young people

No individual will work unsupervised without appropriate checks.

7. Responding to Safeguarding Concerns

If a concern arises:

1. **Listen carefully** and do not dismiss concerns
2. **Do not promise confidentiality**
3. **Record the information accurately**
4. **Report immediately to the DSL**

The DSL will:

- Assess the concern
- Decide on appropriate action
- Refer to external agencies if required
- Keep secure records

In emergencies, staff will contact **999** immediately.

8. Recording and Confidentiality

- All safeguarding concerns will be recorded in writing
- Records will be stored securely and confidentially
- Information will only be shared on a **need-to-know basis**
- Data protection principles will be followed

9. Safe Working Practice

Unity Sports Collective CIC ensures:

- Appropriate staff-to-child ratios
- Clear codes of conduct
- Supervised activities at all times
- Safe use of facilities and equipment
- Risk assessments for all activities

Staff must not:

- Engage in inappropriate relationships
- Use abusive or inappropriate language
- Be alone with a child in an unsafe or unobserved setting

10. Youth-Centred and Trauma-Informed Approach

We recognise that some young people may have experienced trauma, adversity, or exposure to violence.

Our approach is:

- Inclusive and non-judgemental
- Focused on building trust and consistency
- Supportive of emotional wellbeing
- Sensitive to cultural and individual needs

11. Partnership Working

We will work with relevant agencies where needed, including:

- Schools
- Social services
- Police
- Community organisations

Where appropriate, we will seek advice from safeguarding professionals, including access to qualified safeguarding expertise through community partners.

12. Whistleblowing

All staff and volunteers have a duty to report concerns about:

- Poor safeguarding practice
- Unsafe behaviour by staff

Concerns can be raised with the DSL or appropriate external bodies.

13. Review of Policy

This policy will be:

- Reviewed annually
- Updated in line with legislation and best practice
- Shared with all staff and volunteers

14. Adoption of Policy

Carlos Lerma
Founder/Director
Unity Sports Collective (USC)

Adopted on:	June 2025
Review on:	June 2026