



| CM Sports Safeguarding and Child Protection Policy | |
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| This version Date | October 2023 |
| Review Date | September 2024 |
| Review by | SP |

CM Sports (UK) 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 the Football Association and Sports Coach UK requirements. In addition, our policy and supporting materials are based on guidance given by the NSPCC's Child Protection in Sport Unit and around Safeguarding children 'Working together to safeguard children' September 2023/ Keeping children Safe in Education 2023.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children

- have a positive and enjoyable experience of sport at CM Sports (UK) Ltd in a safe and child centred environment
- are protected from abuse whilst participating in any activities provided by CM Sports (UK) Ltd or outside of the activity.

CM Sports (UK) 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 CM Sports (UK) 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.

The policy and procedures will be widely promoted and are mandatory for everyone involved in CM Sports (UK) Ltd. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

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 the Football Association and/or Sports Coach UK
- as a result of any other significant change or event.

Any concerns should be reported immediately to the school the child attends if the concern is raised and/or noted during school hours or a School Club. Outside of these circumstances you must follow the Child Protection in Sport (CPSU) procedure flowchart. Go to APPENDIX 19 to reference 'CPSU procedure flowcharts' for reporting safeguarding concerns



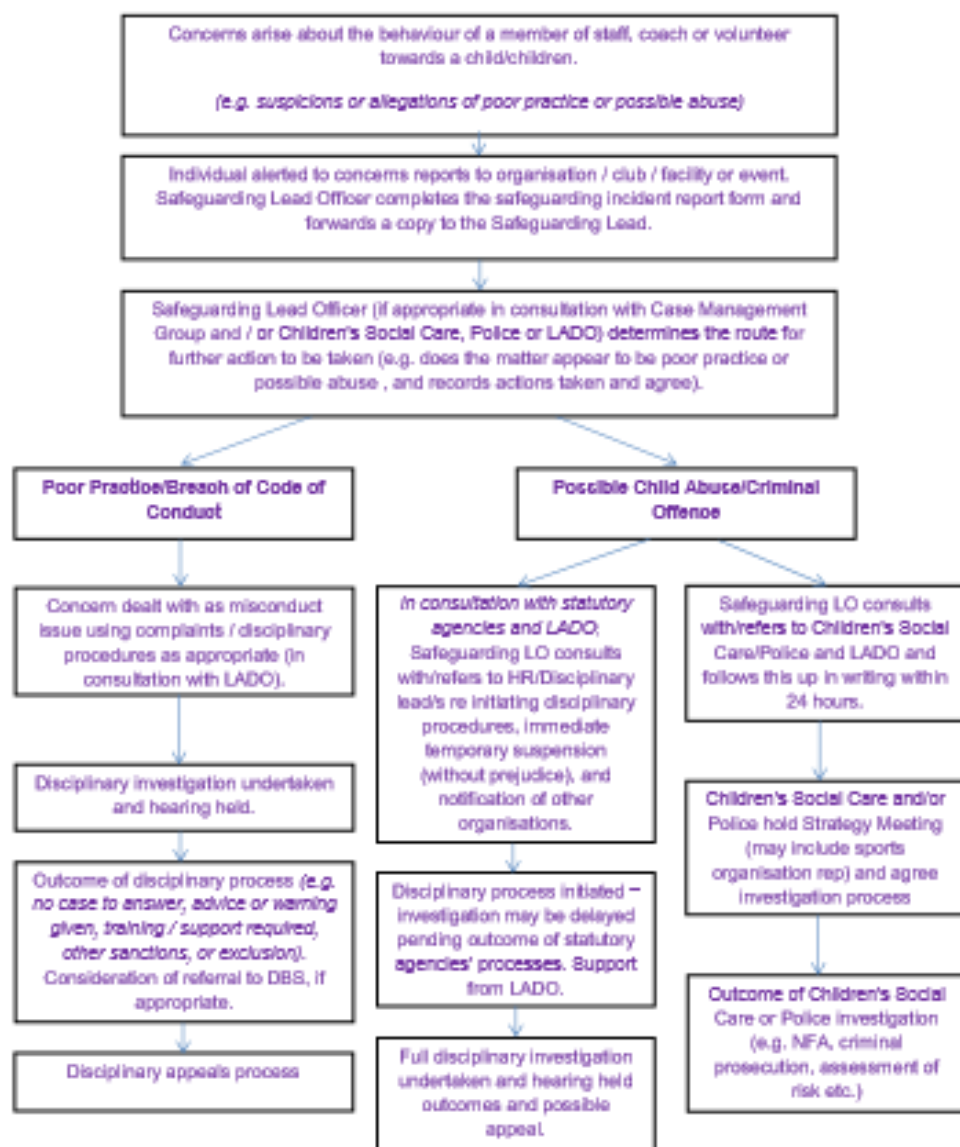
APPENDIX 19

CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

1. About the behaviour of the organisation's staff member or volunteer
(e.g. allegation about a coach or officer's behaviour towards a child)



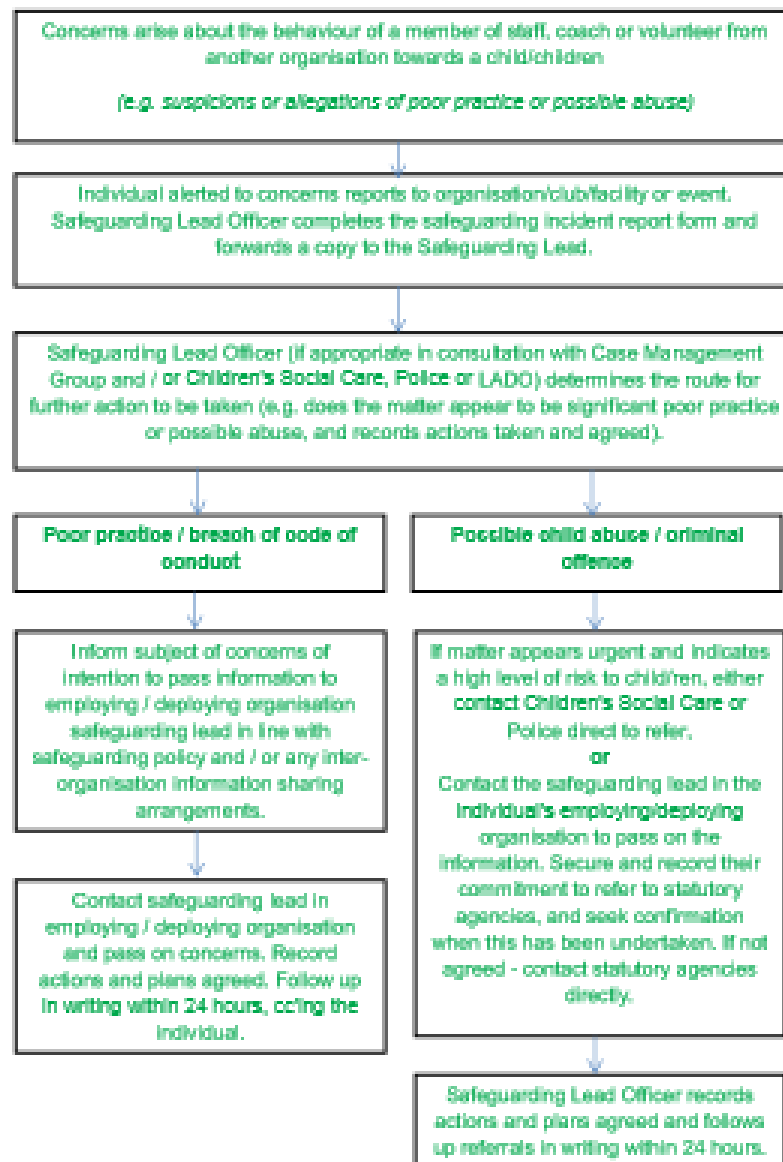


CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

2. About the behaviour of another organisation's staff member or volunteer (e.g. allegations reported about an individual working for a partner organisation)





CPSU procedure flowcharts



Outline safeguarding reporting procedure concerns

3. About children and young people arising out of sport (e.g. at home, school or in the community)

