

CM Sports Safeguarding and Child Protection Policy	
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Review by	NT

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' February 2024/ Keeping children Safe in Education 2024,

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 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 Sports (CPSU) procedure flowchart.

## **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)

Concerns arise about the behaviour of a member of staff, coach or volunteer towards a child/children.

(e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concerns reports to organisation / club / facility or event. Safeguarding Lead Officer completes the safeguarding incident report form and forwards a copy to the Safeguarding Lead.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken (e.g. does the matter appear to be poor practice or possible abuse, and records actions taken and agree).

# Poor Practice/Breach of Code of Conduct

Possible Child Abuse/Criminal Offence

Concern dealt with as misconduct issue using complaints / disciplinary procedures as appropriate (in consultation with LADO).

Disciplinary investigation undertaken and hearing held.

Outcome of disciplinary process (e.g. no case to answer, advice or warning given, training / support required, other sanctions, or exclusion).

Consideration of referral to DBS, if appropriate.

Disciplinary appeals process

In consultation with statutory agencies and LADO:
Safeguarding LO consults with/refers to HR/Disciplinary lead/s re initiating disciplinary procedures, immediate temporary suspension (without prejudice), and notification of other organisations.

Disciplinary process initiated – investigation may be delayed pending outcome of statutory agencies' processes. Support from LADO.

Full disciplinary investigation undertaken and hearing held outcomes and possible appeal.

Safeguarding LO consults with/refers to Children's Social Care/Police and LADO and follows this up in writing within 24 hours.

Children's Social Care and/or Police hold Strategy Meeting (may include sports organisation rep) and agree investigation process

Outcome of Children's Social
Care or Police investigation
(e.g. NFA, criminal
prosecution, assessment of
risk etc.)

### **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)

Concerns arise about the behaviour of a member of staff, coach or volunteer from another organisation towards a child/children

(e.g. suspicions or allegations of poor practice or possible abuse)

Individual alerted to concerns reports to organisation/club/facility or event. Safeguarding Lead Officer completes the safeguarding incident report form and forwards a copy to the Safeguarding Lead.

Safeguarding Lead Officer (if appropriate in consultation with Case Management Group and / or Children's Social Care, Police or LADO) determines the route for further action to be taken (e.g. does the matter appear to be significant poor practice or possible abuse, and records actions taken and agreed).

# Poor practice / breach of code of conduct

Inform subject of concerns of intention to pass information to employing / deploying organisation safeguarding lead in line with safeguarding policy and / or any interorganisation information sharing arrangements.

Contact safeguarding lead in employing / deploying organisation and pass on concerns. Record actions and plans agreed. Follow up in writing within 24 hours, cc'ing the individual.

# Possible child abuse / criminal offence

If matter appears urgent and indicates a high level of risk to child/ren, either contact Children's Social Care or Police direct to refer,

#### or

Contact the safeguarding lead in the individual's employing/deploying organisation to pass on the information. Secure and record their commitment to refer to statutory agencies, and seek confirmation when this has been undertaken. If not agreed - contact statutory agencies directly.

Safeguarding Lead Officer records actions and plans agreed and follows up referrals in writing within 24 hours.

### **CPSU** procedure flowcharts



### Outline safeguarding reporting procedure concerns

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

