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| **CM Sports Safeguarding and child protection policy** | |
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| Review by | JG |



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 is informed by the latest updates from Keeping Children Safe in Education (KCSIE) 2024/2025, Working Together to Safeguard Children (2023), and guidance from the NSPCC Child Protection in Sport Unit (CPSU). The policy reflects that safeguarding includes both offline and online harm, and acknowledges that harm can also result from exposure to domestic abuse, exploitation, or persistent absence from education. 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.
* ‘Abuse’ now includes emotional, physical, sexual, neglect, and also exploitation, including criminal exploitation and witnessing domestic abuse.

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.

We also recognise that children in kinship care, those frequently absent from education, and those exposed to online harms or misinformation, may be at greater risk of harm and must be monitored accordingly.

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
* Ensure early help and intervention are considered when children show signs of vulnerability (e.g. persistent absence, at risk of exclusion)
* Keep records of all safeguarding decisions, including rationale when not making a referral
* Regularly assess the safety of any external providers or alternative provision, including full address and safeguarding arrangements

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.

All staff must read and understand Part 1 of the most recent Keeping Children Safe in Education guidance. Safeguarding now also includes responsibility for ensuring children are not exposed to harmful online content, misinformation, or disinformation.

*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
* including changes to Keeping Children Safe in Education (typically reviewed annually)
* 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

In line with KCSIE 2025, we will also review the policy following any major safeguarding incident involving CM Sports or any significant online safety concern affecting our children.

*Reporting Concerns*

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

Staff must also be alert to online risks (e.g. grooming, radicalisation, conspiracy theories), and report these in the same way as other safeguarding issues. Ensure concerns about children in kinship care, persistent absence, or children at risk of exclusion are considered safeguarding issues and escalated appropriately.





