



CM Sports Safeguarding and child protection policy	
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Review by	JG

. POLICY STATEMENT

CM Sports is committed to safeguarding and promoting the welfare of every child and young person who participates in our activities.

We recognise that safeguarding is everyone's responsibility and that every child has the right to be protected from abuse, neglect, exploitation and harm.

CM Sports will maintain a child-centred approach at all times. The best interests, safety and welfare of the child will be the primary consideration when responding to safeguarding concerns.

This policy has been developed with regard to:

- Keeping Children Safe in Education (KCSIE) 2026;
- Working Together to Safeguard Children 2026;
- What to do if you're worried a child is being abused;
- relevant local safeguarding arrangements;
- relevant legislation and statutory guidance.

KCSIE 2026 states that safeguarding is everyone's responsibility and that practitioners should consider, at all times, what is in the best interests of the child.

2. PURPOSE

The purpose of this policy is to ensure that CM Sports:

- protects children from harm;
- identifies safeguarding concerns at the earliest opportunity;
- responds promptly and appropriately to concerns;
- provides clear procedures for staff to follow;
- ensures staff understand their safeguarding responsibilities;
- promotes effective information sharing;
- works appropriately with parents/carers and safeguarding partners;
- maintains accurate safeguarding records;
- supports children who may be experiencing abuse, neglect or other forms of harm;

- provides a safe environment for children participating in CM Sports activities.
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3. SCOPE

This policy applies to:

- all CM Sports employees;
- coaches;
- session leaders;
- volunteers;
- temporary and agency staff;
- contractors working with children;
- students and work experience staff;
- anyone working on behalf of CM Sports.

It applies to all CM Sports activities, including:

- sports sessions;
 - after-school clubs;
 - holiday activities;
 - HAF provision;
 - trips and visits;
 - community activities;
 - school-based provision;
 - events;
 - online or digital communication connected with CM Sports activities.
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4. WHAT IS SAFEGUARDING?

Safeguarding and promoting the welfare of children means:

- protecting children from maltreatment;
- preventing impairment of children's mental and physical health or development;
- ensuring children grow up in circumstances consistent with the provision of safe and effective care;
- taking action to enable all children and young people to have the best outcomes.

A child means anyone under the age of 18.

Safeguarding includes protecting children from both known and emerging forms of harm and responding appropriately where a child's welfare may be at risk.

5. EVERYONE'S RESPONSIBILITY

Safeguarding is the responsibility of every member of CM Sports staff.

Staff must not assume that someone else will report a concern.

Where a member of staff has a concern about a child's safety or welfare, they must report it in accordance with this policy.

Staff must act promptly and should not wait until they have gathered additional evidence themselves.

KCSIE 2026 emphasises that no single practitioner has the complete picture of a child's circumstances and that everyone who comes into contact with children has a role in identifying concerns, sharing information and taking prompt action.

6. DESIGNATED SAFEGUARDING LEAD

CM Sports will appoint a **Designated Safeguarding Lead (DSL)**.

The DSL will have responsibility for coordinating safeguarding arrangements within CM Sports.

The DSL will:

- provide safeguarding advice and support to staff;
- receive and respond to safeguarding concerns;
- maintain safeguarding records;
- make or support referrals to children's social care or other agencies;
- liaise with schools and safeguarding partners where appropriate;
- ensure information is shared appropriately;
- ensure safeguarding concerns are followed up;
- support staff involved in safeguarding procedures;
- promote safeguarding training and awareness;
- contribute to safeguarding reviews and learning.

CM Sports will also identify an appropriate deputy or deputies who can undertake the DSL role when the DSL is unavailable.

7. IF A CHILD IS IN IMMEDIATE DANGER

If a child is in immediate danger or requires emergency medical attention, staff must contact the emergency services by calling **999**.

Staff must then inform the DSL as soon as possible.

Staff must not delay contacting emergency services while attempting to contact the DSL.

8. REPORTING A SAFEGUARDING CONCERN

If a member of staff is concerned about a child's welfare, they must:

1. Listen to the child if they wish to talk.
2. Take the concern seriously.
3. Reassure the child that they have done the right thing by speaking.
4. Avoid promising confidentiality.
5. Avoid asking unnecessary or leading questions.
6. Record the concern accurately.
7. Report the concern to the DSL or deputy DSL without delay.

Staff must never investigate a safeguarding concern themselves.

9. CHILD DISCLOSURES

If a child makes a disclosure, staff should:

- remain calm;
- listen carefully;
- allow the child to speak;
- take the child seriously;
- reassure them appropriately;
- explain that the information may need to be shared to keep them safe;
- avoid leading questions;
- avoid expressing shock or disbelief;
- record the child's words as accurately as possible;
- report the concern to the DSL immediately.

Staff must not:

- promise secrecy;
- investigate;

- confront an alleged perpetrator;
 - ask the child to repeat the disclosure unnecessarily;
 - make assumptions about what has happened.
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10. RECORDING SAFEGUARDING CONCERNS

Safeguarding concerns must be recorded promptly.

Records should include:

- the date and time;
- the child's name;
- factual details of the concern;
- what was observed or disclosed;
- the child's words where appropriate;
- action taken;
- who the concern was reported to;
- decisions made;
- referrals made;
- outcomes and follow-up actions.

Records must be factual, objective and professional.

Safeguarding records must be stored securely and separately from general personnel or activity records where appropriate.

11. INFORMATION SHARING

CM Sports recognises that appropriate information sharing is essential to effective safeguarding.

Information should be shared with relevant professionals where this is necessary to protect a child.

Staff must understand that data protection requirements do not prevent appropriate information sharing where this is necessary to safeguard a child.

The 2026 safeguarding framework places increased emphasis on effective information sharing and multi-agency working.

Information should be:

- necessary;

- proportionate;
 - relevant;
 - accurate;
 - timely;
 - secure.
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12. EARLY HELP

CM Sports recognises that safeguarding concerns do not always require immediate statutory intervention.

Where a child or family may benefit from additional support, CM Sports will work with relevant professionals and safeguarding partners to identify appropriate early help.

Staff should report concerns to the DSL even where they are uncertain whether the threshold for formal intervention has been met.

The 2026 Working Together guidance strengthens the importance of effective early support and multi-agency working to help children and families receive the right help at the right time.

13. TYPES OF ABUSE AND NEGLECT

Staff must understand the main categories of abuse:

Physical Abuse

Physical abuse may include hitting, shaking, throwing, poisoning, burning, drowning or otherwise causing physical harm.

Emotional Abuse

Emotional abuse may involve persistent emotional maltreatment, humiliation, intimidation, controlling behaviour, threats or making a child feel worthless or unloved.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening.

Neglect

Neglect involves the persistent failure to meet a child's basic physical or psychological needs.

Staff should also remain alert to other forms of harm, including exploitation, harmful practices, online abuse and abuse occurring outside the home.

14. CHILD SEXUAL EXPLOITATION

CM Sports recognises that children can be vulnerable to sexual exploitation.

Staff should be alert to indicators including:

- unexplained gifts or money;
- changes in behaviour;
- older individuals appearing to have an inappropriate relationship with a child;
- unexplained absences;
- increased secrecy;
- sexualised behaviour;
- online contact with unknown individuals.

Any concern must be reported to the DSL.

15. CHILD CRIMINAL EXPLOITATION AND COUNTY LINES

Children can be exploited into criminal activity.

This may include:

- county lines activity;
- drug supply;
- carrying weapons;
- theft;
- violence;
- debt bondage;
- coercion.

Children involved in criminal activity may be victims of exploitation.

Staff must report concerns rather than assuming that a child's behaviour means they are simply engaging voluntarily in criminal activity.

16. ONLINE SAFETY

CM Sports recognises that children may experience safeguarding risks online.

These may include:

- cyberbullying;
- grooming;
- exploitation;

- inappropriate communication;
- sexual abuse;
- exposure to harmful content;
- image-based abuse;
- online radicalisation;
- scams or financial exploitation.

Staff must report online safeguarding concerns to the DSL.

CM Sports will ensure that children are appropriately supervised when digital technology forms part of an activity.

17. BULLYING AND DISCRIMINATORY ABUSE

Bullying, harassment and discriminatory behaviour can have a significant impact on children's wellbeing and safety.

CM Sports will not tolerate:

- bullying;
- discriminatory behaviour;
- racist abuse;
- homophobic or transphobic abuse;
- disability-related harassment;
- religious or belief-based harassment;
- sexual harassment;
- intimidation.

Concerns will be managed in accordance with the relevant Behaviour and Safeguarding procedures.

18. SEXUAL HARASSMENT AND SEXUAL VIOLENCE

CM Sports recognises that sexual harassment and sexual violence can occur between children.

This may include:

- unwanted sexual comments;
- sexual jokes;
- unwanted touching;
- sexualised name-calling;
- sharing sexual images;
- sexual assault.

All concerns will be taken seriously.

The DSL will consider the immediate safety and welfare of all children involved and seek appropriate advice and support.

19. CHILD-ON-CHILD ABUSE

Children can abuse other children.

CM Sports will not dismiss harmful behaviour as:

- "just banter";
- "just playing";
- "boys being boys";
- "children being children".

Staff must report concerns involving child-on-child abuse to the DSL.

The needs and safety of all children involved must be considered.

20. DOMESTIC ABUSE

Children may experience domestic abuse directly or indirectly.

Staff should recognise that exposure to domestic abuse can have a significant impact on a child's wellbeing and development.

Any concern that a child may be experiencing domestic abuse must be reported to the DSL.

21. NEGLECT

Staff should be alert to signs of neglect, including:

- poor hygiene;
- unsuitable clothing;
- persistent hunger;
- tiredness;
- untreated medical needs;
- poor attendance or repeated non-attendance;
- lack of appropriate supervision;
- developmental concerns;

- a child's basic needs not being met.

One sign alone does not necessarily mean a child is being neglected, but concerns should always be reported.

22. CHILDREN WITH SEND OR DISABILITIES

CM Sports recognises that children with SEND or disabilities can be particularly vulnerable to safeguarding concerns.

Staff must consider:

- communication difficulties;
- reliance on adults;
- difficulty recognising inappropriate behaviour;
- barriers to disclosure;
- social isolation;
- increased dependency;
- difficulties understanding risk.

Staff must never assume that behaviour associated with a child's SEND explains away a safeguarding concern.

23. CHILDREN WHO MAY BE MORE VULNERABLE

Additional safeguarding consideration may be required for children who:

- have SEND;
- have medical needs;
- are experiencing mental health difficulties;
- are care experienced;
- are subject to social care involvement;
- are missing from education or activities;
- are experiencing domestic abuse;
- are vulnerable to exploitation;
- are experiencing homelessness;
- have caring responsibilities;
- are affected by parental substance misuse;
- have other circumstances that may increase vulnerability.

The individual circumstances of each child must be considered.

24. MENTAL HEALTH

CM Sports recognises that mental health difficulties can sometimes be associated with safeguarding concerns.

Staff should report concerns where a child's emotional or mental wellbeing gives rise to concerns about their safety.

Staff should not attempt to diagnose mental health conditions.

Where appropriate, the DSL will coordinate with parents/carers, schools and relevant professionals.

25. ALLEGATIONS AGAINST STAFF

Any allegation or concern that a member of staff, volunteer, contractor or other adult working with children:

- has behaved in a way that has harmed a child;
- may have harmed a child;
- may pose a risk of harm to children;
- has behaved in a way that indicates they may not be suitable to work with children;

must be reported immediately through the appropriate safeguarding procedure.

The matter must not be investigated informally by other staff.

CM Sports will follow the relevant allegations-management procedures and seek advice from the Local Authority Designated Officer (LADO) where required.

26. LOW-LEVEL CONCERNS

CM Sports recognises the importance of identifying and responding to concerns about adult behaviour before they escalate.

A low-level concern may include behaviour that is inconsistent with the staff code of conduct but does not meet the threshold for an allegation of harm.

Examples may include:

- excessive familiarity with children;
- inappropriate language;
- unnecessary physical contact;
- favouritism;

- inappropriate communication;
- conduct that causes concern but does not meet the harm threshold.

Low-level concerns should be reported in accordance with CM Sports procedures.

The purpose is to support a culture where concerns are addressed early and appropriately.

27. STAFF CODE OF CONDUCT

All staff must maintain professional boundaries with children.

Staff must:

- behave professionally;
 - maintain appropriate physical boundaries;
 - communicate appropriately;
 - avoid private or inappropriate relationships with children;
 - use approved communication channels;
 - avoid unnecessary one-to-one situations where safeguards cannot be maintained;
 - report concerns about colleagues appropriately.
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28. SAFER RECRUITMENT

CM Sports will take appropriate steps to ensure that adults working with children are suitable to do so.

Recruitment procedures will include appropriate:

- identity checks;
- references;
- employment history checks;
- DBS checks where required;
- barred-list checks where applicable;
- right-to-work checks;
- suitability checks.

The level of checking will depend upon the role and the nature of the individual's contact with children.

KCSIE 2026 continues to place significant emphasis on safer recruitment and ensuring that appropriate checks are completed before individuals undertake relevant work with children.

29. STAFF TRAINING

All staff working with children must receive appropriate safeguarding information and training.

Training should ensure staff understand:

- their safeguarding responsibilities;
- how to recognise abuse and neglect;
- how to respond to disclosures;
- how to report concerns;
- the role of the DSL;
- information-sharing requirements;
- online safeguarding;
- child-on-child abuse;
- allegations against staff;
- the importance of professional boundaries.

Safeguarding training will be refreshed as required and in accordance with applicable guidance.

30. WHISTLEBLOWING

Staff must feel able to raise concerns about unsafe practice.

Where a member of staff has concerns about safeguarding practice within CM Sports, they should follow the Whistleblowing Policy.

No member of staff should be prevented from raising a genuine safeguarding concern.

31. CONFIDENTIALITY

Safeguarding information must be treated sensitively.

Staff must not discuss safeguarding concerns with other parents, children, colleagues or members of the public unless they have a legitimate reason to receive the information.

Confidentiality must never prevent appropriate safeguarding action.

32. WORKING WITH PARENTS AND CARERS

CM Sports will work openly and appropriately with parents and carers wherever possible.

However, there may be circumstances where sharing information with a parent/carers could:

- place the child at further risk;

- compromise an investigation;
- compromise a police or social care response.

In such circumstances, the DSL will seek appropriate professional advice before sharing information.

33. RECORD KEEPING

Safeguarding records will be:

- accurate;
- factual;
- contemporaneous where possible;
- securely stored;
- appropriately shared;
- retained in accordance with relevant requirements.

Records should clearly demonstrate:

- the concern;
 - action taken;
 - decisions made;
 - reasons for decisions;
 - referrals;
 - outcomes;
 - follow-up.
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34. MULTI-AGENCY WORKING

CM Sports will cooperate with appropriate safeguarding partners, including:

- children's social care;
- police;
- schools and colleges;
- health services;
- Local Authority Designated Officers;
- local safeguarding partners;
- other relevant agencies.

CM Sports recognises that effective safeguarding depends upon professionals sharing information and working together.

Working Together to Safeguard Children 2026 applies across organisations and agencies that have functions relating to children and strengthens expectations around effective multi-agency safeguarding practice.

35. LOCAL SAFEGUARDING ARRANGEMENTS

CM Sports will maintain access to the relevant local safeguarding arrangements for the areas in which it operates.

Staff must know how to contact the appropriate local children's social care service if a safeguarding concern requires external referral.

36. CHILDREN'S VOICE

CM Sports will seek to ensure that children feel:

- listened to;
- respected;
- believed;
- able to speak up;
- safe when raising concerns.

Children should be given opportunities to express their views about their safety and wellbeing.

The wishes and feelings of the child will be considered when responding to safeguarding concerns, while recognising that their safety remains the priority.

37. SAFEGUARDING CULTURE

CM Sports will promote a culture in which:

- safeguarding is taken seriously;
 - concerns are welcomed;
 - staff feel confident to report concerns;
 - children feel safe speaking to adults;
 - professional boundaries are maintained;
 - concerns are acted upon promptly;
 - learning takes place following incidents.
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38. SAFEGUARDING INCIDENT REVIEW

Following significant safeguarding incidents, CM Sports will consider whether:

- procedures were followed;
- the child's needs were appropriately addressed;
- information was shared appropriately;
- further support is required;
- risk assessments need updating;
- staff training is required;
- changes to policy or practice are needed.

Learning will be used to strengthen safeguarding arrangements.
