



Safeguarding

Loud & Proud 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 SportCheer England requirements.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children have a positive and enjoyable experience of sport Loud & Proud in a safe and child centred environment are protected from abuse whilst participating in Cheerleading or outside of the activity.

Loud & Proud 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 Loud & Proud 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 Loud & Proud. 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 SportCheer England as a result of any other significant change or event.

Designated staff responsible for upholding Safeguarding

Hannah Jones, Programme Director and Head Coach
coachhannah@loudandproudcheer.com
07891813268

Sally Goodwin, Welfare officer
hello@loudandproudcheer.com

The above named people have a key duty to take lead responsibility for raising awareness within the organisation of issues relating to the welfare of children and young people, and the promotion of a safe environment for the children and young people.

Be responsible for ensuring that exempted questions are asked on relevant volunteer and employment application forms.

Receive appropriate training and should keep up to date with developments in safeguarding and child protection issues. She will also have responsibility for making new staff and volunteers aware of the existing child protection policy



Dealing with Disclosure of Abuse and Procedure for Reporting Concerns If a child or young person tells a member of staff about possible abuse

- Listen carefully and stay calm.
- Do not interview the child, but question normally and without pressure, in order to be sure that you understand what the child is telling you.
- Do not put words into the child's mouth.
- Reassure the child that by telling you, they have done the right thing.
 - Inform the child that you must pass the information on, but that only those that need to know about it will be told. Inform them of to whom you will report the matter.
- Note the main points carefully.
- Make a detailed note of the date, time, place, what the child said, did and your questions etc.
- Staff should not investigate concerns or allegations themselves, but should report them immediately to the Designated Person. Recording Information To ensure that information is as helpful as possible, a detailed written record should always be made at the time of the disclosure/concern. In recording you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions.

Recording of information

Information should include the following: the child's name, age and date of birth, home address and telephone number, whether or not the person making the report is expressing their concern or someone else's, the nature of the allegation, including dates, times and any other relevant information, a description of any visible bruising or injury, location, size etc. Also any indirect signs, such as behavioural changes, details of witnesses to the incidents, the child's account, if it can be given, of what has happened and how any bruising/injuries occurred · have the parents been contacted? If so what has been said? · has anyone else been consulted? If so record details · has anyone been alleged to be the abuser?

Reporting a concern

Record detail Reporting the Concern All suspicions and allegations MUST be reported appropriately. It is recognised that strong emotions can be aroused particularly in cases where sexual abuse is suspected or where there is misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgement about any action to take.

Loud & Proud expects its members and staff to discuss any concerns they may have about the welfare of a child immediately with the person in charge and subsequently to check that appropriate action has been taken

Where there is a complaint against an employee or volunteer, there may be three types of investigation:

- Criminal in which case the police are immediately involved
- Child protection in which case the social services (and possibly) the police will be involved
- Disciplinary or misconduct in which case Sport Cheer England will be involved

All suspicions and allegations must be shared with professional agencies that are responsible for child protection. Social services have a legal responsibility under The Children Act 1989 to investigate all child protection referrals by talking to the child and family (where appropriate), gathering information from other people who know the child and making inquiries jointly with the police. NB: If there is any doubt, you must report the incident: it may be just one of a series of other incidences which together cause concern Any suspicion that a child has been abused by an employee or a volunteer should be reported to Loud & Proud, who will take appropriate steps to ensure the safety of the child in question and any other child who may be at risk.



This will include the following:

- referring the matter to social services department
- the parent/carer of the child will be contacted as soon as possible following advice from the social services department
- the chair person of your organisation should be notified to decide who will deal with any media inquiries and implement any immediate disciplinary proceedings
- if the welfare officer is the subject of the suspicion/allegation the report must be made to Coach HannaH who will refer the matter to social services.

Allegations of abuse are sometimes made sometime after the event. Where such allegation is made, you should follow the same procedures and have the matter reported to social services.

Regulated Activity and obtaining Enhanced Disclosure and Barring Service checks

Anyone who has a previous conviction for offenses related to abuse against children is automatically excluded from working with children. D. Regulated Activity and obtaining Enhanced Disclosure and Barring Service checks

1. Under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012, an individual working unsupervised with children is considered to be engaged in regulated Activity and must have an enhanced Disclosure and Barring Service (DBS) check which will involve a check of the children's barred list, in order to perform their duties.
2. However, an individual working in a directly and permanently supervised position is not considered to be engaged in regulated activity but should still have an enhanced DBS disclosure check. However because they are working in a supervised role the enhanced check will not include a check of the children's barred list.
3. Note that applications for a DBS enhanced check can only be submitted where the applicant is aged 16 or over at the time of making the application. Confidentiality Every effort should be made to ensure that confidentiality is maintained for all concerned.

Information should be handled and disseminated on a need to know basis only. This includes the following people: • Management and Welfare Officer • The parents of the child • The person making the allegation • Social Services/police • The alleged abuser (and parents if the alleged abuser is a child) Seek social services advice on who should approach the alleged abuser. All information should be stored in a secure place with limited access to designated people, in line with data protection laws. E. Duty to refer to the DBS (Now Disclosure and Barring Service (DBS))

1. The Safeguarding of Vulnerable Groups Act 2006 and Protection of Freedoms Act 2012 both make it mandatory to refer anyone known to pose a threat of harm to a child or vulnerable people to the Disclosure and Barring Service (DBS). This means that the designated member of staff responsible for safeguarding must not knowingly employ anyone who poses a risk of harm to children or vulnerable adults, this includes anyone who is believed to have committed a relevant conduct while on the job or who has a record of such conduct.
2. Loud & Proud has a legal duty to refer an employee or volunteer who poses a risk of harm to children or vulnerable adults to the DBS, failure to do so can result in a fine and/or up to 5 years imprisonment. There must be sufficient and solid evidence that the employee or volunteer poses a risk of harm before they can be referred to the DBS. The DBS will not consider evidence based on rumour or unsubstantiated reports. The employer should also inform the police and other relevant authorities if they believe a relevant conduct has occurred



Use of Photographic/Filming Equipment; Events and training

Loud & Proud does not allow photography and video with hand held mobile devices such as mobile phones or I-Pads by friends and family of athletes unless permission is given by the head coach.

Sale of photos taken at events is strictly prohibited unless you are the hired photo vendor for the given event. Where Loud & Proud work regularly with a photographer, a current DBS check is in place.

All clubs, athletes, and spectators of cheerleading and dance should be vigilant for any suspicious behaviour involving cameras/filming and any concerns should be reported immediately to security, staff, or the welfare officer directly.

Use of children's images for Loud & Proud publicity, website, social media and press; Loud & Proud may use images of children to promote its activities through their website, social media, promotional materials such as posters/flyers and press releases. Parents/guardians are asked to sign written consent forms (season sign up). Where a form is signed, the parents/guardians gives consent for photographs to be taken, and/or footage filmed during practices and performances for promotional materials relating to Loud & Proud.

Reporting and Dealing with Allegations of Abuse against Members of Staff

The procedures apply to all staff, whether trustees, administrative, management or support, as well as to volunteers. The word "staff" is used for ease of description.

1. Loud & Proud recognises that an allegation of child abuse made against a member of staff may be made for a variety of reasons and that the facts of the allegation may or may not be true. It is imperative that those dealing with an allegation maintain an open mind and that investigations are thorough and not subject to delay.

2. Loud & Proud recognises that the Children Act 1989 states that the welfare of the child is the paramount concern. It is also recognised that hasty or ill informed decisions in connection with a member of staff can irreparably damage an individual's reputation, confidence and career. Therefore, those dealing with such allegations within the organisation will do so with sensitivity and will act in a careful, measured way.

Helpful Links

[NSPCC.org.uk](https://www.nspcc.org.uk)

