

# **Dennis and Dyer Boxing Academy Safeguarding Policy**

The Directors, coaches and backroom staff are committed to ensuring that the appropriate safeguards and cultures are developed throughout the Academy to ensure that young people flourish.

The welfare of Young clients (up to the age of 18) is of paramount importance to Dennis and Dyer Boxing. The development of young clients rely on being a safe and able to operate within the safe, encouraging an enjoyable environment for children and young people.

Everyone within the academy is responsible for ensuring that the safeguarding of children is prioritised, so that every child or young person has the opportunity to train and box within a positive environment and fulfil their true potential.

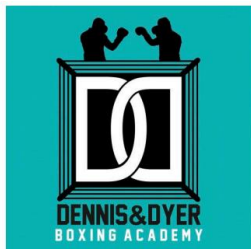
If a safeguarding concern is raised, trained professionals within academy act immediately to assess any concerns and when appropriate work closely statutory agencies and the police, to ensure children and young people are protected from harm. We have robust procedures in place to effectively deal with safeguarding concerns.

## **Our Mission Statement**

The overriding objective of this policy is to ensure that the welfare of all children and young people involved in our sport is protected. All children and young people should be valued and treated with equality and fairness, regardless of their age, culture, disability, ability, gender, language, racial origin, religious belief or sexual identity. It is the responsibility of every adult involved in the Academy to ensure that every child and young person is able to participate in the activities delivered in a safe and friendly environment.

## **Education**

Dennis and Dyer Boxing Academy prides itself on educating its employees and coaches about the importance of safeguarding children and young adults by ensuring they undertake the England Boxing Safeguarding course with regular refresher courses. We also ensure members are aware of the safeguarding policy and are aware to the ways to act upon and report any concerns. This policy has been made accessible to all through its online publication (on the official Academy website). The policy is available to all. Adherence to



this policy and the Academy safeguarding procedures is mandatory for all staff, coaches and volunteers within the Academy.

### **Training and development**

Dennis and Dyer Boxing Academy works hard to provide training for our coaches and staff. All safeguarding training is completed in line with ongoing changes made to statutory guidance.

### **Recording and reporting**

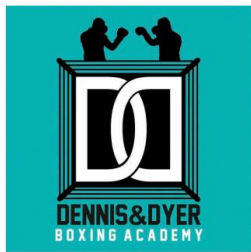
This policy seeks to assist those working with children in the Academy to identify areas of risks. The policy cannot cover all types of risks but outlines some of the key areas members, staff and volunteers should be aware of. In terms of identifying individuals who may pose a risk to children the Academy conducts rigorous checks through the Disclosure and Barring Services (DBS). It is vital that everyone working with children and young people throughout Dennis and Dyer Boxing Academy know how to recognise concerns around the safeguarding of a child or you adult and when there is evidence of a breach of this policy in respect of a child. The first and immediate step to take is to refer the matter to the named safeguarding leads.

### **Risk Awareness**

It is not possible to identify all risks to children and young people within the Boxing Academy environment, however below is a non-exhaustive list of issues which the Boxing Academy is concerned to identify and eradicate;

**Physical Abuse:** A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child

**Emotional Abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve seeing or hearing the ill-treatment of another. It may



involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

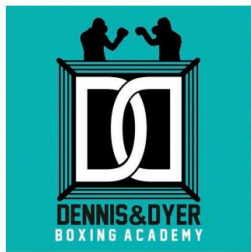
**Sexual Abuse:** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse can be perpetrated by males, females and children. 5.5

**Neglect:** the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm and danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

**Bullying:** Bullying can be physical, emotional or verbal. It can take place anywhere and may involve a child bullying another child or an adult displaying bullying behaviours. Bullying can cause considerable stress to children and young people, in some cases affecting their health and development. Bullying within a boxing environment may consist of young people being pushed too hard by their coaches or parents, a child being intimidated or discriminated by others, physical abuse or threats or bullying via social media.

**Inappropriate training:** This is a form of abuse and involves any activity in which an adult forces or encourages physical training at a level which is too intense and fatiguing for a child or young person. In boxing this can take many forms including too frequent, hard competitive sparring, endurance or stamina training; such as over-long runs, or distance runs at a pace that causes extreme fatigue and distress. There is the risk of over exertion during gym work, which could involve inappropriate levels of training in excess of a child's natural capacity, or with a frequency that is inappropriate for their age and physical development.

**Favouritism:** Regardless of the rate of progression from any individual, all young people participating in the Academy and entitled to receive the same level of training and coaching, ensuring all the young people within the academy are given equal opportunities.



Drugging and Doping: Exposure of a child or young person to drug taking or doping is a serious abuse of a child or young person and a significant Safeguarding issue. By 'exposure' we do not mean to limit the problem to use, administration or trafficking in drugs but to include any situation where, through neglect by an adult, a child or young person comes into contact with any drug taking or doping practice, or is subjected to influence or pressure to participate in drug taking or doping, or sees or experiences 'recreational' drug use. This risk to children and young people is insidious and particular vigilance is required to identify children and young people at risk.

The over-riding principle is that any behaviour that threatens the welfare of a child or young person is prohibited and requires reporting and possible action. The participation of children and young people in the Boxing Academy should be enjoyable and safe. Any behaviour that affects these goals amounts to a safeguarding issue.

### **Responding to concerns about a child**

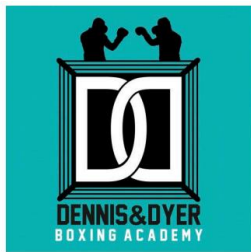
If you have a safeguarding concern about a child or young athlete, if it concerns an Academy member, or takes place in the Academy environment, the concern must be reported immediately to the Safeguarding officer. In certain cases, where the concern is grave, you may consider contacting the police or the NSPCC.

While it is not the responsibility of Academy staff or volunteers to decide whether or not abuse has taken place, it is their responsibility to pass on concerns to the appropriate authorities who will make this decision.

### **Disclosures made by a child**

Occasionally a child may disclose abuse themselves directly to an adult they trust. Where this does happen the following should be considered:

- Do not pre-judge what you are told and never say that you do not believe what the child or young person says.
- Tell the child or young person that telling you is the correct thing to do.
- Tell the child or young person that they are not to blame.
- Do not under any circumstance continue to question the child or young person beyond confirming what they have said.
- Do not make promises to the child or young person that you cannot keep, for example - promising absolute confidentiality, as any disclosure will be referred on and other appropriate agencies may be involved.
- Do not take action against anyone mentioned in such disclosures and never against an alleged perpetrator.



- Take the child's name, date of birth and address.
- If appropriate, take details of bruising or other injuries.
- In cases of immediate danger or threat, the emergency services should be called. Consideration should also be given as to whether the NCPCC should be called.

### **Whistle Blowing Procedures**

Any concerns for the welfare of any child arising from the abuse or harassment by a coach, volunteer or child / young person should be reported immediately. The welfare of the child must always be of paramount importance and, you should ensure someone takes immediate steps to remove the child or young person from a position of harm or potential harm.

If as a member of staff, a coach or other volunteer, you become aware that a member of staff, a coach or other volunteer has or may abuse a child/children, you MUST inform an appropriate person, in confidence if necessary. This being the club owners Marc Dennis or Liam Dyer.

All information received and discussed will be treated in confidence and only shared with those individuals within Academy who will be able to manage and resolve the situation.

In urgent and serious case you MUST contact the police, the children's social care services or the NSPCC. All these agencies are experienced in such matters and you can be confident that the concerns will be addressed in a professional way.

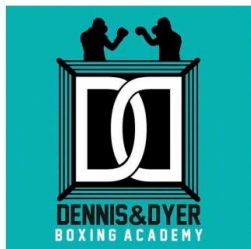
### **Confidentiality and Information sharing**

Confidentiality should be paramount when dealing with safeguarding matters. Every effort will be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis.

The management of confidential information is an important element of the work of Dennis and Dyer Boxing Academy. Such information should be handled in a professional, sensitive and respectful way.

Disclosure of information should be on a 'need to know' basis and delivered in a sensitive and careful way.

No guarantees of confidentiality can be made as the welfare of the child supersedes all other considerations.



## USEFUL CONTACT INFORMATION

The following non-exhaustive list of websites and contact telephone numbers which may be useful:

**Designated Safeguarding Lead: Mandy Loftman**

**Email:** [mandy.may@ntlworld.com](mailto:mandy.may@ntlworld.com)

**Telephone:** 07506740730

**Deputy Safeguarding Lead: Carly Lattridge**

**Email:** [hello@thelostproject.com](mailto:hello@thelostproject.com)

**Telephone:** 07943997827

**NSPCC Helpline** 0808 800 5000

**NSPCC CPSU** [www.thecpsu.org.uk](http://www.thecpsu.org.uk) 0116 234 7278

**Disclosure and Barring Service**

**DBS customer services PO box 3961**

**Wotton Bassett SN4 4HF**

**03000 200190**

[www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)

**Childline**

Studd Street, London

N1 0QV Tel: 0800 1111

[www.childline.org.uk](http://www.childline.org.uk)

**Data Protection** [www.legislation.gov.uk](http://www.legislation.gov.uk)