

Safeguarding & Child Protection Policy

Iwade Boxing Academy

1. Policy Statement

Iwade Boxing Academy is committed to providing a **safe, supportive and positive environment** for all children, young people and vulnerable adults who train at our gym.

We believe every participant has the right to:

Feel safe and protected from harm

Be treated with dignity and respect

Train in an environment free from abuse, bullying or exploitation

Safeguarding is **everyone's responsibility**.

This policy follows UK safeguarding principles and good practice used in sport.

2. Who This Policy Applies To

This policy applies to:

Coaches and assistant coaches

Volunteers and staff

Members and parents/guardians

Visitors and spectators

It covers anyone under 18 and vulnerable adults.

3. Designated Safeguarding Lead (DSL)

The gym must appoint a **Designated Safeguarding Lead (DSL)**.

The DSL is responsible for:

Handling safeguarding concerns

Recording incidents

Liaising with parents and authorities

Ensuring staff safeguarding awareness

Insert details here:

Name: Vickie Cruickshanks-Griggs

Phone: 07511534945

Email: Griggs83@mail.com

If the DSL is unavailable, concerns should be reported to another senior coach immediately. Named coach- Gavin Shephard.

4. What Is Safeguarding?

Safeguarding means protecting children and vulnerable adults from:

Physical abuse

Emotional abuse

Sexual abuse

Neglect

Bullying or cyberbullying

Grooming or exploitation

Abuse can occur:

In person
Online
At home
Within sport environments

5. Safer Recruitment (For Coaches & Staff)

To protect young members, the gym will:
Require **DBS checks** for anyone working with under-18s
Take references for new coaches
Provide safeguarding awareness training
Ensure staff understand professional boundaries
No one may coach children without approval from the gym owner and DSL.

6. Code of Conduct for Coaches Working With Under-18s

Coaches must:

Always:

Put the welfare of the child first
Work in open, observable environments
Use positive, appropriate language
Treat all children equally
Maintain appropriate physical boundaries
Obtain parental consent for contact and media use

Never:

Be alone in a private space with a child
Exchange personal messages with minors
Give lifts to children without parental consent
Engage in rough, aggressive or humiliating behaviour
Develop personal or romantic relationships with under-18s

7. Physical Contact in Boxing

Boxing requires physical instruction. Appropriate contact includes:

Correcting technique
Demonstrating movements
Ensuring safe training and equipment fitting

All contact must be:

Necessary
Appropriate
Explained before it happens
Done respectfully and professionally
Children must feel able to say **no**.

8. Changing Rooms & Facilities

To protect young members, these have been put in place should changing rooms be available to customers in the future. This guidance should be followed at ANY boxing event that our students attend.

Adults must not use changing rooms at the same time as children where possible.
Coaches should not enter changing rooms unless necessary.
Mobile phones and cameras are **not permitted** in changing areas.

9. Photography & Social Media

Photos/videos of under-18s:
Require written parental consent
Must be appropriate and respectful
Must never include personal information
Must not be shared privately by coaches
Parents may only film their own children.

10. Bullying & Peer Abuse

The gym has zero tolerance for:
Bullying
Hazing (degrading/humiliating)
Intimidation of beginners
Online harassment
All concerns will be taken seriously by the DSL.

11. How to Recognise Possible Abuse

Signs may include:
Sudden behaviour changes
Unexplained injuries
Fear of certain adults
Withdrawal or anxiety
Poor attendance
Inappropriate sexual knowledge or behaviour
You do **not** need proof to report a concern.

12. How to Report a Safeguarding Concern

If a child is in **immediate danger**, call **999**.
Otherwise:
Report to the Designated Safeguarding Lead immediately
Record:
 Date and time
 What was seen/heard
 Exact words used
 Names of witnesses
Do **not** investigate yourself
Do **not** promise confidentiality
The DSL will contact appropriate agencies if required.

13. Confidentiality

Safeguarding information will be:

Stored securely
Shared only when necessary to protect a child
The child's safety always comes first.

14. Parents & Guardians

Parents are expected to:
Ensure children arrive and leave safely
Inform the gym of medical conditions
Provide emergency contact details
Support the gym's safeguarding rules

15. Policy Review

This policy will be reviewed annually or after any safeguarding incident.

Safeguarding Commitment Statement

Iwade Boxing Academy is committed to creating a gym where young people feel safe, confident and supported in their boxing journey.

Policy creation date: May 2026

Policy review date: May 2027, or sooner following any safeguarding incident requiring police involvement.

[Policy created and maintained by Vickie Griggs, Designated Safeguarding Lead.]