



Cheer London Allstarz

Health, Safety & Safeguarding Statement

Season: 2024/25

Version 1

Finalised 01st August 2024

Prepared by Sophie Emma Bastock | CLA

Designated Safeguarding Lead + Program Director

Date this policy comes into force: 01/09/2024

Date this policy will be reviewed and updated. 01/08/2025 (close of CLA season)

Cheer London Allstarz work in schools declaration:

Every CLA (Cheer London Allstarz) Coach working within a school will be aware and introduced to the safeguarding lead/leads. Any concern no matter how big or small will be reported directly to the safe guarding lead within the school and ensure a log is made. This concern will also be logged with the CLA Lead Sophie Bastock and recorded within the safeguarding folder. Appropriate action will then be taken by the safeguarding lead Sophie Bastock. The School will always be informed and notified regarding any safeguarding concern the Cheer London Allstarz will also make a log of this and follow up with the school directly. Sophie Bastock will liaise with the school as designated DSL.

Cheer London Allstarz working in the community/club teams declaration:

Every CLA Coach will report to the safe guarding lead Sophie Bastock with any concerns no matter how big or small. This will then be logged and appropriate action taken.

Including:

Contacting the safeguarding team of the local authority borough:

MASH (multi-agency-safeguarding-hub)

Lewisham - Urgent child protection referrals : 02083146660

Bromley - Urgent child protection referrals : 030 03038671

If a serious concern regarding a child's welfare 999 will be called

We understand we have a level of responsibility for all children within our program and will ensure at all times children are heard, seen and cared for as a duty of care.

Section A: Monitoring & Review

1. This policy will be reviewed on an annual basis. A policy review may also be conducted in response to the following: a. Changes in Legislation or guidance b. Changes in governance of our sport c. Changes in the nature or size of Cheer London Allstarz d. Change named Safeguarding Lead for Cheer London Allstarz. A procedural review following a significant case or incident.

Section B: Background to the Policy

2. In practice, safeguarding is the policies and practices that organisations such as the Cheer London Allstarz employ to keep children safe and promote their wellbeing. This means everything from governance to online safety, and everything in between. Safeguarding is what we "do" to protect individuals such as children and vulnerable adults from harm such as abuse, neglect and sexual

exploitation. Child Protection is one aspect of safeguarding. Child protection is a term used to describe the activity that is undertaken to protect specific children who are suffering, or likely to suffer significant harm. Child protection is the way agencies and organisations respond to harm.

Cheer London Allstarz is minded of the guidance under "Working Together" (2018) to ensure child safeguarding in particular. This Government guidance includes the responsibilities of sport organisations: "63. There are many sports clubs and organisations including voluntary and private sector providers that deliver a wide range of sporting activities to children. Some of these will be community amateur sports clubs, some will be charities. All should have the arrangements described in this chapter in place and should collaborate to work effectively with the safeguarding partners as required by any local safeguarding arrangements. Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and how to make a referral to local authority children's social care or the police if necessary."

At the Cheer London Allstarz we can confirm to adhere to the statement above.

3. The Cheer London Allstarz overall goal is to meet the Standards for Safeguarding and Protecting Children in Sport, as set by the Child Protection in Sport Unit with the NSPCC.

4. Cheer London Allstarz recognises that cheer, dance and tumbling should be, and will be, viewed by many athletes as a safe space for them. However, Cheer London Allstarz also recognises that due to the Number of children we work with on a regular basis we may become aware, raise concern and of witness a safe guarding issue in which must be reported to the appropriate authority/ school if working within a school setting to keep children within our program safe at all times.

Section C: Terms & Definitions .

5. Child - A person who has not yet reached their 18 years of age.

6. Adult at risk - As per the definition in Care Act 2014: a. Has needs or care and support (whether or not the Local Authority is meeting any of those needs). b. Is experiencing, or is at risk of, abuse or neglect. c. As a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it. (NB: this definition is as per the Care Act 2014, and Cheer London Allstarz recognises and promotes the choice for persons to use the pronoun "they").

7. Safeguarding - as per the definition by NSPCC Learning online: a. The action that is taken to promote the welfare of children and protect them from harm. Safeguarding means: i. Protecting children from abuse and maltreatment ii. Preventing harm to children's health or development iii. Ensuring children grow up with the provision of safe and effective care iv. Taking action to enable all children and young people to have the best outcomes.

8. Abuse that applies to children (as set out in 'Working Together') are as follows: a. Physical, eg extreme training, assault b. Psychological/Emotional, eg undue pressure upon athletes to perform, conduct and practice relating to body shape and size. c. Sexual, eg inappropriate touching, performing of sexual acts, receiving sexual acts, inappropriate use of sexual language, sexual exploitation d. Neglect (including purposeful neglect and omission in care) e. Extremism]

9. The Care Act 2014 statutory guidance identifies types of abuse and neglect that are applicable to adults at risk: a. Physical b. Domestic abuse (when the adult is at risk) c. Sexual Abuse d. Psychological/Emotional e. Financial or material abuse f. Modern slavery g. Discriminatory abuse h. Organisational abuse i. Neglect (including purposeful and omission in care) j. Self-neglect.

10. Bullying - intentional behaviour that hurts another individual or group. Such behaviour is usually repeated over time.

11. Hazing – behaviours in groups or teams that act as a way of initiating a new person into the group or team.
12. Poor Practice – behaviour of an individual in a position of responsibility that falls below the expected standard in accordance with Standards of Conduct. Poor practice may not be immediately dangerous or intentionally harmful but is likely to set a poor example. Examples of poor practice include, but are not limited to: a. Name calling b. Constant criticism c. Exerting excessive pressure d. Use of inappropriate language e. Engaging in rough or physical games, including horseplay f. A coach taking a child or group of children to a weekend event on their own.
13. Position of Trust – a position of trust exists where an adult, because of their role, is in a position of power or influence over another person.
14. Extremism – defined by the Counter Extremism Project as “holding of extreme political or religious view, often advocating illegal, violent or other forms of extreme behaviour”.

Section D: Policy Objectives

14. All coaches, staff and volunteers at Cheer London Allstarz have a duty of care to safeguard children when they are participating in Cheer, Dance and Tumbling activities linked to our organisation and individuals.

15. This policy is to ensure that best practice guidance is maintained, to promote good safeguarding practices, for the benefit of our participating athletes/children within our classes. This includes:

- a. CLA (Cheer London Allstarz staff) understand forms of abuse and harassment
 - b. CLA Staff understand proper procedures for reporting if they have any safeguarding or welfare concerns
 - c. Ensuring Staff have appropriate levels of insurance
 - d. Ensuring Staff have appropriate training on safeguarding
 - e. Ensure that CLA coaches have appropriate training and instruction standards
 - f. Ensure coaches and choreographers (whether self-employed contractor or volunteer) are subject to recruitment checks, including criminal record checks.
 - g. Ensure there is an appropriate response to incidents of abuse, or alleged incidents of abuse, and that such responses are co-ordinated with relevant agencies that promote safety such as Local Authority Children’s or Adult Services and the police.
 - h. Ensure that there are procedures in place that effectively protect athletes and other individual members of Cheer London Allstarz.
 - i. Ensure that there are procedures in place that seek to minimise the likelihood of incidents of harm, abuse and harassment.
- J. All CLA members of staff will be aware of photo policy and children who are not able to be included in photos.
- K. Any photos or videos are strictly for training/lesson purposed and must be kept on a CLA checked device.
- L. Photos will not be taken within our schools classes and program. Only photos to be used for CLA marketing, website, social media etc will be photos from our external teams only included children who’s parents/carers have signed our photo release forms.
- M. Children taking part in any external CLA events will have signed a photo release form.

16. This policy is to ensure that athletes participating in our sport are safe from abuse as set out in Section A of this document.

17. Sophie Bastock of the Cheer London Allstarz is committed to this policy, and ensuring it is reviewed and updated to ensure continued best practice in its responsibility to safeguard our athletes and children in our classes from harm and abuse.

18. Cheer London Allstarz will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

19. Cheer London Allstarz will meet the commitment to keeping children and adults at risk safe by a. Listening to children and respecting them

b. Appointment of a child protection lead who takes lead responsibility for safeguarding at the highest level in the organisation.

Arrival and Pick up from our classes (within Schools)

Breakfast Clubs

The Cheer London Allstarz will liaise with the school regarding their entry to breakfast club procedure. No parents will be permitted on site and all children will be safely collected and registered by CLA Coach upon arrival of class. Children will then be dismissed (and escorted if required) at the end of their class with us.

Lunchtime Clubs

Arrival protocol to our Lunchtime Classes will be communicated by the School and followed by CLA staff. For children who struggle to attend or remember a "buddy" system may be put in place to help children along to classes. CLA class coach will also do a brief reminder in lunch hall and playground before the class starts.

After School Clubs

Children will make their way to the club after school. The exact instruction for this will differ school to school so the CLA management will liaise with the School regarding this. Children will also ways be supervised by a CLA Coach at all times. Children will be seen out to parents by CLA lass coach after the class in the designated collection place allocated by the school. CLA coaches will remain with children until they are safely picked up from our classes.

First Aid procedure and protocol

All first aid and medical incidents will be dealt with by the session coach. In the unlikely event of a critical emergency CLA coaches will give the Hazard triangle to two children within the class and asked to take to the school office. This then alerts the School office staff of a extreme incident which needs additional adult action/attention.

First Aid Log & Follow up

All first aid administered or injuries that may have occur (after being treated) the school office will then be notified and logged in School accident book. All first aid administered will also be logged in our own First Aid accident book and reported to the CLA office. The CLA office will then speak directly with the childs parent and let them know of the first aid incident/ injury

Please note this is not possible for classes who are ran directly through the school and no parent information or contact details are given to the Cheer London Allstarz This applies to Schools who collaborate their own registers

and collect payments through parent pay and not directly through the Cheer London Allstarz. We are therefore not liable to contact any parents and will notify the school only regarding any first aid administered during our classes.

Supporting Documents

This document should be read alongside other policies, procedures and guidance

For any questions relating to our safe guarding policy please contact Sophie Bastock directly info@cheerlondonallstarz.com

Other organisations to assist with safeguarding issues surrounding children and young people

NSPCC helpline: 0808 800 5000

Childline: 0800 1111

Samaritans: 116 123

Barnardos

The Children's Society

Action for Children

The Lucy Faithful Foundation (charity dedicated to tackling child sexual abuse)

Marie Collins Foundation (for children suffering sexual abuse via the internet or mobile phone technologies)

Young Minds (mental health support for children and young people)

The Mix (for young people under the age of 25): 0808 808 4994

The Disabled Children's Partnership

Mermaids (organisation for gender diverse children and young people)

Rape Crisis: 0808 802 9999

The Survivors Trust (National umbrella organisation for specialist rape and sexual abuse support services)

Women's Aid (organisation for assistance with domestic abuse)

SafeLives (organisation for assistance with domestic abuse)

Survivors UK (Male rape and sexual abuse)

London Survivors Gateway (the hub for sexual violent support services in London)