

SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY

Guard-Up Boxing CIC

Company Number: 15056893

6 Wellington Street, Torpoint, Cornwall, PL11 2DE

Policy owner: Guard-Up Boxing CIC

Designated Safeguarding Lead (DSL): Andrew Fellows

Email: guardupboxing23@gmail.com

Telephone: 07856 042470

Policy version: 2026.1

Effective date: September 2026

Next scheduled review: September 2027, or sooner where legislation, statutory guidance, local safeguarding arrangements, organisational circumstances or an incident require earlier review.

1. Policy Statement

Guard-Up Boxing CIC is committed to safeguarding and promoting the welfare of every child and young person who participates in, attends or is otherwise affected by our activities.

We recognise that safeguarding is everyone's responsibility.

No child should experience abuse, neglect, exploitation, discrimination or avoidable harm.

Guard-Up Boxing CIC will take reasonable and proportionate steps to:

- protect children from abuse and neglect;
- provide safe environments for children participating in boxing and fitness activities;
- recruit and supervise suitable staff and volunteers;
- provide appropriate safeguarding training;
- respond promptly to safeguarding concerns;
- listen to children and take their concerns seriously;
- share information appropriately where this is necessary to safeguard a child;

- work cooperatively with parents/carers and relevant safeguarding agencies;
- refer concerns to the appropriate external authority where required;
- maintain appropriate safeguarding records;
- continually review and improve our safeguarding arrangements.

This policy applies to all children under the age of 18.

2. Scope

This policy applies to everyone acting on behalf of Guard-Up Boxing CIC, including:

- directors;
- trustees, where applicable;
- employees;
- coaches and instructors;
- sessional workers;
- volunteers;
- students and work-experience personnel;
- contractors and self-employed individuals working with children;
- temporary staff;
- anyone else undertaking duties on behalf of Guard-Up Boxing CIC.

Everyone covered by this policy has a responsibility to safeguard children.

A person does not need to be a safeguarding professional to raise a concern.

3. Legal and Safeguarding Framework

Guard-Up Boxing CIC will have regard to applicable legislation and statutory guidance, including:

- Children Act 1989;
- Children Act 2004;
- Safeguarding Vulnerable Groups Act 2006;
- Equality Act 2010;
- Modern Slavery Act 2015;
- Counter-Terrorism and Security Act 2015 and relevant Prevent guidance;
- Data Protection Act 2018;
- UK General Data Protection Regulation (UK GDPR);
- Domestic Abuse Act 2021;
- Sexual Offences Act 2003;
- relevant provisions of the Crime and Policing Act 2026;

- Working Together to Safeguard Children 2026;
- current government guidance concerning information sharing;
- current Disclosure and Barring Service guidance;
- relevant Cornwall safeguarding procedures and arrangements.

Guard-Up Boxing CIC will also have regard to current safeguarding guidance for out-of-school settings and sports providers.

This policy will be updated when relevant legislation, statutory guidance or local safeguarding arrangements change.

4. What is Safeguarding?

Safeguarding means:

- protecting children from maltreatment;
- preventing impairment of children's mental or 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 to have the best outcomes;
- promoting children's welfare and safety.

Child protection forms part of safeguarding and concerns may arise from abuse, neglect, exploitation or other circumstances that place a child at risk of harm.

5. Types of Abuse and Harm

Safeguarding concerns may include, but are not limited to:

Physical abuse

Examples include:

- hitting;
- kicking;
- punching;
- shaking;
- inappropriate physical restraint;
- deliberately causing injury;
- inappropriate or excessive physical contact.

Emotional abuse

Examples include:

- humiliation;
- threats;
- intimidation;
- persistent criticism;
- controlling behaviour;
- bullying;
- deliberately isolating a child;
- making a child feel worthless or frightened.

Sexual abuse

Examples include:

- sexual assault;
- inappropriate touching;
- sexual communication;
- sexual exploitation;
- exposing a child to sexual activity or material;
- grooming;
- sexualised behaviour by an adult towards a child;
- sexual violence between children;
- sharing or requesting sexual images.

Neglect

Examples include failure to meet a child's basic physical or emotional needs, including circumstances where inadequate care places the child at significant risk.

Child-on-child abuse

This may include:

- bullying;
- cyberbullying;
- physical assault;
- sexual harassment;
- sexual violence;
- harmful sexual behaviour;
- coercive or controlling behaviour;
- intimidation;
- discriminatory abuse;
- sharing sexual images;
- exploitation;
- abuse within teenage relationships.

The fact that both individuals are children does not mean that safeguarding action is unnecessary.

Exploitation

This may include:

- criminal exploitation;
- sexual exploitation;
- county lines or other forms of organised criminal exploitation;
- trafficking;
- modern slavery;
- financial exploitation.

Domestic abuse

Children may be harmed directly by domestic abuse or by seeing, hearing or experiencing its effects.

Online harm

Concerns may include:

- grooming;
- sexual exploitation;
- harmful content;
- extremist material;
- cyberbullying;
- inappropriate communication;
- sexual image sharing;
- online coercion;
- contact with adults pretending to be children.

Other safeguarding concerns

Guard-Up Boxing CIC will also remain alert to:

- FGM;
- forced marriage;
- honour-based abuse;
- radicalisation and extremism;
- self-harm;
- suicidal behaviour;
- substance misuse;
- trafficking;
- missing children;

- unsafe adults;
- inappropriate adult-child relationships;
- discrimination;
- hate-related abuse.

6. Safeguarding in Boxing and Fitness Activities

Guard-Up Boxing CIC recognises that boxing is a physical-contact sport and that appropriate boundaries are therefore particularly important.

Physical contact must:

- be necessary for the activity;
- be appropriate to the child's age and circumstances;
- be proportionate;
- be consistent with recognised coaching practice;
- never be sexual, degrading or punitive;
- never be used to intimidate or humiliate a child.

Coaches should explain physical contact wherever reasonably practicable.

Adults must never use boxing training as a justification for inappropriate physical force.

Children must not be deliberately struck, intimidated, humiliated or physically punished by a coach, volunteer or other adult.

Where physical demonstration is required, coaches should use safe and proportionate methods.

Guard-Up Boxing CIC will maintain appropriate supervision and risk assessments for children's activities.

7. Safe Working Practices

Adults working with children must:

- behave professionally;
- maintain appropriate boundaries;
- treat children with dignity and respect;
- avoid unnecessary physical contact;

- avoid unnecessary one-to-one situations;
- communicate appropriately;
- avoid favouritism;
- never threaten, humiliate or belittle a child;
- never use physical punishment;
- never engage in sexualised behaviour with a child;
- never communicate with children inappropriately through personal social-media accounts;
- never arrange inappropriate private meetings with children;
- never consume alcohol or illicit drugs while responsible for children;
- never work with children while impaired by alcohol, drugs or other substances;
- report safeguarding concerns promptly.

Adults must also follow Guard-Up Boxing CIC's code of conduct and any relevant health and safety procedures.

8. Designated Safeguarding Lead

The Designated Safeguarding Lead is:

Andrew Fellows

Email: guardupboxing23@gmail.com

Telephone: 07856 042470

The DSL is responsible for coordinating safeguarding arrangements within Guard-Up Boxing CIC.

The DSL will:

- receive and assess safeguarding concerns;
- maintain appropriate safeguarding records;
- make or coordinate external referrals;
- seek advice from safeguarding professionals where necessary;
- ensure staff understand safeguarding procedures;
- maintain appropriate safeguarding training arrangements;
- liaise with parents/carers where appropriate;
- cooperate with Cornwall safeguarding agencies;
- manage safeguarding policy reviews.

Deputy DSL

Guard-Up Boxing CIC should appoint a Deputy DSL.

Deputy DSL: Reece Fellows

Email: reecfellows1@gmail.com

Telephone: 07707730394

The Deputy DSL will be able to act when the DSL is unavailable.

9. If the DSL is the Subject of a Concern

A safeguarding concern must not be reported to the DSL if the concern relates to the DSL.

In that circumstance, the concern should be reported directly to:

- the Deputy DSL;
- Cornwall Local Authority Designated Officer (LADO), where the concern relates to an adult working with children;
- Cornwall Children's Services/MASSH;
- the Police, where appropriate.

No person should be prevented from making an external safeguarding referral because the DSL is unavailable or is the subject of the concern.

10. Safer Recruitment and DBS Checks

Guard-Up Boxing CIC will take reasonable steps to ensure that people working with children are suitable to undertake their roles.

Depending on the role, this may include:

- identity checks;
- references;
- employment/volunteering history;
- qualification checks;
- right-to-work checks where applicable;
- safeguarding discussions during recruitment;
- appropriate DBS checks;
- Children's Barred List checks where legally eligible and required;
- safeguarding induction;
- ongoing supervision and monitoring.

DBS eligibility will be assessed according to the person's actual role and duties, rather than job title alone.

Guard-Up Boxing CIC will follow current DBS guidance when determining whether a role is regulated activity with children.

Since 1 September 2026, the previous supervision exemption for certain regulated activities with children has been removed. Regular children's sports coaches and instructors may therefore fall within regulated activity where the relevant legal conditions are met.

Where a coach or instructor teaches, trains or instructs children frequently enough to meet the relevant period condition, Guard-Up Boxing CIC will assess eligibility for an Enhanced DBS check with Children's Barred List information in accordance with current DBS guidance.

The relevant period condition includes work carried out:

- on more than 3 days in any period of 30 days; or
- once overnight between 2am and 6am where there is the opportunity for face-to-face contact with children.

Guard-Up Boxing CIC will reassess DBS eligibility if a person's duties or circumstances change.

No person who is legally barred from regulated activity with children will be permitted to undertake regulated activity with children.

11. Safeguarding Training

Everyone working regularly with children should receive appropriate safeguarding training or induction.

Training should cover, as appropriate:

- recognising abuse and neglect;
- responding to disclosures;
- child-on-child abuse;
- harmful sexual behaviour;
- online safety;
- exploitation;
- domestic abuse;

- radicalisation and extremism;
- information sharing;
- recording concerns;
- professional boundaries;
- allegations against adults;
- local safeguarding referral procedures.

Training should be refreshed at appropriate intervals and whenever significant changes occur.

12. Responding to a Child Who Discloses Abuse

If a child tells an adult about abuse or another safeguarding concern, the adult should:

1. Stay calm.
2. Listen carefully.
3. Allow the child to speak.
4. Take the child seriously.
5. Reassure the child that they have done the right thing by speaking.
6. Explain that the information may need to be shared with people who can help keep them safe.
7. Avoid promising confidentiality.
8. Avoid leading questions.
9. Avoid investigating the allegation.
10. Avoid repeatedly questioning the child.
11. Record the concern as soon as possible.
12. Report it to the DSL or appropriate external authority.

The adult should not:

- ask "why?" questions unnecessarily;
- suggest answers;
- express disbelief;
- make promises that cannot be kept;
- confront the alleged perpetrator;
- investigate the allegation themselves.

13. Recording a Safeguarding Concern

Records should be factual, clear and objective.

Where possible, the record should include:

- child's name;
- date of birth, where known;
- date and time of concern;
- date and time of disclosure;
- what was observed;
- the child's exact words where possible;
- who was present;
- action taken;
- who was informed;
- referrals made;
- advice received;
- subsequent action.

Records must distinguish fact from opinion or assumption.

Safeguarding records must be stored securely with access restricted to authorised individuals.

14. Immediate Danger

If a child is in immediate danger:

Call 999.

The Police or emergency services should be contacted immediately where necessary.

The DSL should be informed as soon as reasonably practicable, provided doing so does not create additional risk.

Where there is an immediate safeguarding concern outside normal working hours, Cornwall's current out-of-hours arrangements should be used.

15. Cornwall Safeguarding Referral Arrangements

Guard-Up Boxing CIC operates in Cornwall and will follow current Cornwall safeguarding arrangements.

Cornwall Multi-Agency Support and Safeguarding Hub (MASSH)

Telephone:

0300 123 1116

Email:

massh@cornwall.gov.uk

MASSH should be contacted where advice or safeguarding intervention is required.

Out of Hours

Cornwall Children's Social Care out-of-hours service:

01208 251300

Immediate danger

999

Current Cornwall guidance states that immediate safety concerns should be referred to the Police where appropriate, while non-urgent safeguarding concerns can be referred through MASSH. These local contact arrangements will be checked during policy review.

16. Allegations Against Staff, Coaches, Volunteers or Other Adults

A safeguarding concern involving an adult who works or volunteers with children must be treated separately from an ordinary safeguarding concern.

An allegation may arise where an adult:

- has harmed a child;
- may have harmed a child;
- may have committed a criminal offence against or related to a child;
- has behaved in a way indicating that they may pose a risk of harm;
- has behaved in a way indicating that they may be unsuitable to work with children.

The DSL must seek appropriate advice and make a referral to the Cornwall Local Authority Designated Officer (LADO) where the relevant threshold is met.

The LADO should be informed within one working day of relevant allegations.

Cornwall LADO

Telephone:

01872 326536

Email:

LADO@cornwall.gov.uk

Guard-Up Boxing CIC will not conduct an internal investigation in a way that could compromise a police or safeguarding investigation.

The organisation will follow advice from the LADO, Children's Social Care and/or Police.

17. Suspension or Removal from Duties

Where an allegation is made against an adult working with children, Guard-Up Boxing CIC will take proportionate steps to protect children while the matter is considered.

This may include:

- temporary removal from children's activities;
- changes to duties;
- increased supervision;
- suspension where appropriate.

Any decision will take account of safeguarding advice, employment/volunteering arrangements and relevant legal requirements.

Suspension will not automatically imply that an allegation has been proven.

18. DBS Referrals

Where the legal criteria are met, Guard-Up Boxing CIC will make a referral to the Disclosure and Barring Service.

This applies to relevant paid and unpaid individuals.

Failure to make a required DBS referral can itself constitute an offence.

19. Child-on-Child Abuse

Guard-Up Boxing CIC will not dismiss abusive behaviour simply because the alleged perpetrator is also a child.

Concerns involving children will be assessed individually and may include:

- bullying;
- physical violence;
- sexual harassment;
- sexual violence;
- harmful sexual behaviour;
- coercive behaviour;
- threats;
- discriminatory abuse;
- online abuse;
- sharing sexual images;
- relationship abuse.

The safety and welfare of all children involved will be considered.

Where a criminal offence may have occurred, or where there is significant risk of harm, advice will be sought from the Police and/or Children's Social Care.

20. Online Safety and Social Media

Guard-Up Boxing CIC recognises that safeguarding concerns may occur online or through electronic communication.

Adults must maintain appropriate professional boundaries online.

Staff and volunteers should not:

- privately message children through personal social-media accounts;
- send inappropriate images;
- request inappropriate images from children;
- communicate with children in a sexualised manner;

- use disappearing-message services to conceal inappropriate communications;
- engage in online behaviour that would be inappropriate face-to-face.

Where Guard-Up uses social media, messaging platforms, photographs or videos involving children, appropriate consent, safeguarding and data-protection arrangements must be followed.

Concerns about online abuse must be treated as safeguarding concerns.

21. Photography and Video

Photographs and video recordings of children must only be taken or used for legitimate organisational purposes and in accordance with Guard-Up Boxing CIC's privacy and consent arrangements.

Children must never be photographed or filmed in circumstances that are inappropriate, humiliating or unsafe.

Images must not be shared through personal accounts or inappropriate channels.

Particular care must be taken when photographing children in changing or other private areas.

22. Information Sharing and Confidentiality

Safeguarding information will be handled securely and lawfully.

However, confidentiality must not prevent appropriate safeguarding information from being shared.

Information may need to be shared without consent where this is necessary to protect a child or prevent harm.

Guard-Up Boxing CIC will comply with applicable data protection law and current statutory information-sharing guidance.

Staff should not assume that they require parental consent before sharing information with safeguarding agencies where there is a legitimate safeguarding reason to do so.

Information will be:

- relevant;

- accurate;
- proportionate;
- shared with appropriate people/agencies;
- recorded appropriately;
- stored securely.

The fact that information is sensitive or confidential does not, by itself, prevent it being shared for safeguarding purposes.

23. Children and Parents/Carers

Guard-Up Boxing CIC will seek to work openly and constructively with parents and carers wherever this is appropriate.

However, parents/carers will not automatically be informed about a safeguarding concern if doing so could:

- place the child at greater risk;
- place another person at risk;
- compromise a police investigation;
- compromise a safeguarding assessment;
- otherwise conflict with professional safeguarding advice.

Advice will be sought from Children's Social Care, Police or other appropriate safeguarding professionals where necessary.

24. Whistleblowing and Raising Concerns About Guard-Up Boxing CIC

Anyone who believes that safeguarding arrangements are not being followed should raise their concern.

This includes concerns about:

- the DSL;
- another coach;
- a volunteer;
- a director/trustee;
- organisational safeguarding practice;
- failure to respond to a safeguarding concern.

A person should not be disadvantaged for raising a genuine safeguarding concern in good faith.

Where an internal route is inappropriate or ineffective, the concern may be raised directly with appropriate external safeguarding agencies.

25. Prevent, Radicalisation and Extremism

Guard-Up Boxing CIC recognises that safeguarding may include concerns about radicalisation or extremism.

Staff should report concerns through the safeguarding procedure.

They should not attempt to investigate or challenge the individual themselves.

Where appropriate, the DSL will seek advice from relevant safeguarding or Prevent professionals.

26. Equality, Diversity and Inclusion

Guard-Up Boxing CIC is committed to protecting children from discrimination and discriminatory abuse.

Safeguarding arrangements will take account of children's individual circumstances, including disability, communication needs, family circumstances, culture and other relevant factors.

Staff should challenge discriminatory behaviour, including racism, homophobia, transphobia, sexism and other forms of abuse or harassment.

All children should be treated with dignity and respect.

27. Children with Additional Vulnerabilities

Some children may face increased safeguarding risks because of their circumstances.

Guard-Up Boxing CIC will consider additional vulnerabilities, including where relevant:

- disability;
- communication difficulties;

- previous trauma;
- looked-after or care-experienced status;
- exploitation;
- domestic abuse;
- mental health difficulties;
- social isolation;
- family circumstances;
- additional support needs.

The presence of a disability or additional need must never be treated as evidence of vulnerability in itself; safeguarding decisions will be based on the child's individual circumstances.

28. Missing Children

Guard-Up Boxing CIC will have appropriate arrangements for children who:

- leave a session unexpectedly;
- cannot be located;
- are not collected as expected;
- become separated from the group.

Where a child is missing and there is concern for their safety, the organisation will take immediate reasonable action and contact the Police where appropriate.

Parents/carers will be contacted where appropriate.

The incident should be recorded and reviewed.

29. Health, Safety and First Aid

Safeguarding arrangements operate alongside Guard-Up Boxing CIC's health and safety procedures.

The organisation will maintain appropriate arrangements for:

- first aid;
- emergency procedures;
- accident reporting;
- equipment safety;
- fire safety;
- supervision;

- risk assessment;
- safe premises;
- appropriate staffing.

An accidental injury during an activity is not automatically a safeguarding concern.

However, safeguarding concerns must be considered where an injury may have resulted from:

- deliberate harm;
- inappropriate physical force;
- inadequate supervision;
- unsafe practice;
- abuse or neglect.

30. Professional Boundaries and One-to-One Work

Where practicable, activities involving children should take place in observable and appropriately supervised environments.

If one-to-one work is necessary:

- it should be for a legitimate reason;
- the location should be appropriate;
- other responsible adults should be aware;
- professional boundaries must be maintained;
- records should be maintained where appropriate.

Children should not be transported privately by staff or volunteers unless this has been authorised and appropriate safeguarding arrangements are in place.

31. Contractors and Visitors

Contractors, visitors and other adults who may have access to children must follow appropriate safeguarding requirements.

Where an individual will have regular or unsupervised contact with children, Guard-Up Boxing CIC will assess whether relevant safeguarding and DBS requirements apply.

Visitors should not be given unrestricted access to children without appropriate arrangements.

32. Mandatory Reporting of Child Sexual Abuse

Guard-Up Boxing CIC recognises that the Crime and Policing Act 2026 introduces a statutory reporting duty concerning suspected child sexual offences for adults undertaking specified relevant activities in England.

Where the relevant provisions are in force and apply to an individual, that individual must comply with the statutory duty.

The organisation will monitor commencement regulations and accompanying statutory guidance and will update this policy and staff procedures accordingly.

Nothing in this policy prevents or delays a person from reporting suspected child sexual abuse to the Police or relevant safeguarding authority where they have a safeguarding concern.

Where a person is legally required to make a report personally, reporting to the DSL does not remove that person's legal responsibility unless the legislation expressly permits the reporting route.

33. Records, Data Security and Retention

Safeguarding records will be:

- factual;
- dated;
- securely stored;
- access-controlled;
- retained in accordance with applicable legal and organisational requirements;
- shared only where lawful and appropriate.

The organisation will maintain an appropriate safeguarding record of:

- concerns;
- disclosures;
- referrals;
- allegations;
- actions taken;
- safeguarding decisions;
- relevant training;

- DBS/recruitment checks.

Safeguarding records will be kept separately from general operational records where appropriate.

34. Complaints

Children, parents/carers and staff should be able to raise concerns or complaints about Guard-Up Boxing CIC.

A complaint that raises a safeguarding concern will be treated as a safeguarding matter where appropriate.

The complaints process must not prevent a person from contacting the Police, Children's Social Care, LADO or another relevant authority.

35. Policy Monitoring

Guard-Up Boxing CIC will monitor the effectiveness of this policy.

This may include reviewing:

- safeguarding concerns;
- accidents and incidents;
- complaints;
- staff training;
- DBS arrangements;
- recruitment procedures;
- referrals;
- allegations against adults;
- feedback from children and parents/carers;
- changes in legislation and guidance.

Lessons learned from safeguarding incidents will be used to improve practice.

36. Policy Review

This policy will be reviewed at least annually.

It will also be reviewed sooner where:

- legislation changes;
- statutory guidance changes;
- Cornwall safeguarding arrangements change;
- DBS requirements change;
- a serious incident occurs;
- an allegation is made;
- safeguarding practice identifies a weakness;
- Guard-Up Boxing CIC changes the services or activities it provides.

The next scheduled review is:

September 2027

37. Important Safeguarding Contacts

Emergency

Police / Emergency Services: 999

Cornwall Multi-Agency Support and Safeguarding Hub (MASSH)

Telephone: 0300 123 1116

Email: massh@cornwall.gov.uk

Cornwall Children's Social Care – Out of Hours

Telephone: 01208 251300

Cornwall Local Authority Designated Officer (LADO)

Telephone: 01872 326536

Email: LADO@cornwall.gov.uk

Guard-Up Boxing CIC DSL

Andrew Fellows

Telephone: 07856 042470

Email: guardupboxing23@gmail.com

Deputy DSL

Name: Reece Fellows

Telephone: 07707730394

Email: reecefellows1@gmail.com

38. Staff Confirmation

All staff, coaches, volunteers and other relevant individuals working with children are expected to read, understand and comply with this policy.

By working with Guard-Up Boxing CIC, individuals agree to:

- safeguard children;
- maintain professional boundaries;
- report safeguarding concerns promptly;
- cooperate with safeguarding investigations;
- follow the organisation's safeguarding procedures;
- undertake required safeguarding training;
- comply with relevant codes of conduct.

Approved by: Andrew Fellows

Position: DSL

Signature: _____

Date: September 2026

Policy version: 2026.1