Safeguarding Children & Young People Policy

> **Our safeguarding contacts**
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> **Deputy Safeguarding Lead:** Kay Smithson · 07804 923879 · kay@britishwrestlingrevolution.com

1. Policy statement

EVO Academy CIC, operating as EVO Wrestling Academy, is committed to creating and maintaining a safe, positive and inclusive environment for every child and young person who trains with us or attends our sessions and events. We accept our responsibility to safeguard and promote the welfare of all children and young people, and to keep them safe from harm.

The welfare of the child is paramount. This policy sets out how we protect the children and young people who use our services, and gives our directors, coaches, staff and volunteers, and the children and families themselves, the principles that guide our approach to child protection.

2. Purpose and scope

The purpose of this policy is to protect children and young people who access EVO Wrestling Academy from harm, and to provide everyone connected with the Academy with a clear framework for keeping them safe.

This policy applies to all children and young people (aged 0 to 18) who train at or attend EVO Wrestling Academy, including the children of adult members who are present at our venue. It applies to everyone acting on behalf of EVO Academy CIC: directors, paid staff, coaches, volunteers, sessional workers, students and guests.

3. Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and young people in England, including:

- The Children Act 1989 and 2004
- Working Together to Safeguard Children (2023)

- Keeping Children Safe in Education (statutory guidance, where we work with schools)
- The United Nations Convention on the Rights of the Child
- The Sexual Offences Act 2003
- The Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012
- The Equality Act 2010
- The Data Protection Act 2018 and UK GDPR

A summary of key safeguarding legislation is available from the NSPCC at nspcc.org.uk/learning.

4. What we believe

- Children and young people should never experience abuse of any kind.
- The welfare of every child is paramount in all the work we do and the decisions we take.
- All children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have an equal right to protection from all forms of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or a disability or additional need.
- Working in partnership with children, young people, their parents and carers, and other agencies, is essential in promoting their welfare.

5. Designated Safeguarding Lead and Deputy

EVO Academy CIC has a named Designated Safeguarding Lead (DSL) with overall responsibility for safeguarding, and a named Deputy who acts when the DSL is unavailable. They are responsible for managing safeguarding concerns, making referrals to the statutory agencies, keeping records, and ensuring this policy is followed.

If a concern is about the DSL themselves, report it directly to the Deputy, or straight to the North East Lincolnshire Integrated Front Door (see section 9).

6. Types of abuse and harm

Abuse can take many forms. The main categories of child abuse are:

- **Physical abuse:** hitting, shaking, throwing, or otherwise causing physical harm, including inappropriate or unsafe coaching.

- **Emotional abuse:** persistent emotional maltreatment such as humiliation, threats, or making a child feel worthless or unloved.
- **Sexual abuse:** forcing or enticing a child to take part in sexual activities, including non-contact acts such as grooming, sexual images, or online abuse.
- **Neglect:** the persistent failure to meet a child's basic physical or psychological needs.

We are also alert to wider forms of harm, including:

- Bullying and cyberbullying
- Online abuse and grooming
- Child sexual exploitation (CSE) and child criminal exploitation (CCE), including county lines
- Child-on-child (peer-on-peer) abuse, including sexual harassment and harmful sexual behaviour
- Domestic abuse witnessed or experienced at home
- Female genital mutilation (FGM)
- Radicalisation and extremism (the Prevent duty)
- Harm linked to alcohol, including the presence of alcohol around under-18s at events

7. Recognising possible signs

It is not the responsibility of anyone at EVO to decide whether or not a child has been abused, but it is everyone's responsibility to act on concerns. Possible signs include unexplained injuries, a marked change in behaviour or mood, a child becoming withdrawn or fearful, age-inappropriate sexual knowledge, poor hygiene or being consistently unkempt, or a child disclosing harm. Concerns may also arise from something a child says, or from the behaviour of an adult towards a child.

8. If a child tells you something (responding to a disclosure)

Do	Don't
Stay calm, listen carefully, and take what the child says seriously.	Don't promise confidentiality, panic, or show shock or disbelief.
Reassure them they have done the right thing in telling you.	Don't interrogate, lead the child, or put words in their mouth.
Let them speak in their own words; ask only open, non-leading questions to clarify.	Don't investigate yourself, confront the alleged abuser, or delay.
Explain that you have to pass the information on to keep them safe. Never promise to keep a	

secret.	
Record exactly what was said, in the child's own words, as soon as possible, and tell the DSL without delay.	

9. How to report a concern

- If a child is in immediate danger, call the police on 999 straight away.
- Tell the Designated Safeguarding Lead (or Deputy) as soon as possible, the same day.
- Make a written note of what you saw or were told, in the child's own words, with the date, time and your name.
- The DSL will decide, with the family where appropriate and safe, whether to refer to the North East Lincolnshire Integrated Front Door, and will keep a confidential record.
- If you cannot reach the DSL or Deputy and you are worried about a child's immediate safety, contact the Integrated Front Door or the police yourself. Do not wait. You can also call the NSPCC for advice.

Anyone can contact children's social care or the NSPCC directly if they believe a child is at risk. You do not have to go through EVO first. Our step-by-step response is set out in the EVO Safeguarding Response Procedure (Contain, Advise, Act).

Key reporting contacts

Who	Contact	When
Child in immediate danger	**999**	Any time
NEL Integrated Front Door	**01472 326292 (opt 2, 2)**	Mon-Thu 8:30-5, Fri 8:30-4:30
NEL Safeguarding Adults	**01472 256256**	24 hours, 365 days
LADO (concern about an adult who works with children)	**01472 326118**	Office hours
Police (non-emergency)	**101**	Any time
NSPCC Helpline	**0808 800 5000**	Mon-Fri 8am-8pm
Childline (for children)	**0800 1111**	Any time

Allegations against a member of staff, coach or volunteer are referred to the Local Authority Designated Officer (LADO) via the NEL Integrated Front Door and the North East Lincolnshire Safeguarding Children Partnership (safernel.co.uk).

10. Allegations against staff, coaches or volunteers

Any concern that an adult working or volunteering at EVO may have harmed a child, behaved inappropriately towards a child, or poses a risk, is taken extremely seriously. It

must be reported to the DSL immediately (or, if it concerns the DSL, to the Deputy or directly to the Integrated Front Door). We will not investigate the matter ourselves; we will refer to the LADO and follow their advice, and will consider precautionary measures (such as suspending the person from contact with children) while the matter is looked into.

11. Safer recruitment and DBS

- Everyone in a coaching or supervisory role with children holds an enhanced DBS check (with barred-list check where they are in regulated activity), confirmed before they begin working with children.
- We take up references and verify identity and relevant qualifications as part of recruitment.
- New staff and volunteers receive a safeguarding induction and a copy of this policy and our Code of Conduct.

Checks and training are tracked on our Trained Staff & DBS Register.

12. Behaviour, supervision and physical contact

- All coaches, volunteers and trainees follow the EVO Wrestling Academy Code of Conduct, including its rules on alcohol, events and the transport of under-18s.
- Adults do not spend time alone, unobserved, with a child, and avoid private one-to-one contact, including online or by message.
- Physical contact in coaching is kept to what is necessary to teach safely, is explained to the young person, and is never used in a way that could cause harm or be misunderstood.
- Changing and toilet areas are managed so that children's privacy and dignity are protected, with separate male and female changing arrangements and appropriate supervision.

13. Photography, filming and social media

- We seek written consent from a parent or carer before photographing or filming a child, and explain how images will be used and stored, on our Photography & Media Consent form.
- We do not publish a child's full name alongside their image, and we store images securely in line with data protection law.
- Coaches and volunteers do not contact children privately through personal social media or messaging.

- Any showcase or performance involving children is planned with safeguarding, parental consent, supervision and insurance at its centre, with control over who films or photographs and where it is shared.

14. Records and information sharing

Safeguarding records are factual, kept securely and confidentially, and shared only with those who need to know in order to protect a child. We will normally seek consent to share information, but will share without consent where a child is at risk of harm. Concerns are recorded on our Incident Record, Safeguarding Assessment and Case Outcome & Closure Record.

15. Online safety, anti-bullying and whistleblowing

- We promote safe and responsible use of technology and act on any online concern involving a child, in line with our Online Safety Policy.
- We maintain an anti-bullying environment and deal promptly with any bullying that arises, in line with our Anti-Bullying Policy.
- Anyone can raise a safeguarding concern in good faith without fear of reprisal; our Whistleblowing Policy explains how, and concerns can be escalated to the DSL, the board, or directly to the statutory agencies.

16. Training

The Designated Safeguarding Lead and Deputy undertake recognised safeguarding training appropriate to their role and refresh it regularly. All staff, coaches and volunteers receive safeguarding awareness so that they understand and follow this policy confidently.

17. Related EVO documents

This policy should be read alongside the EVO Safeguarding Adults Policy, the EVO Safeguarding Response Procedure (Contain, Advise, Act), the EVO Code of Conduct, the Equality, Diversity & Inclusion Policy, the Anti-Bullying Policy, the Online Safety Policy, the Whistleblowing Policy, our Health & Safety arrangements, and our membership registration and consent forms.

18. Review, approval and signature

This policy is reviewed every year, or sooner if there is a change in legislation, guidance or our circumstances.

Came into force: 9 June 2026 **Last reviewed:** 15 June 2026 **Next review due:** 15 June 2027

Signed (Designated Safeguarding Lead): _____

Name: Adam Moverley **Date:** _____