

Safeguarding Policy

London Squash

1. Purpose and Commitment

London Squash is committed to safeguarding and promoting the welfare of all children, young people, and adults at risk who engage with our activities.

In line with our charitable objectives:

- To promote physical activity and reduce health inequalities using squash across London
- To initiate and oversee squash-based development projects
- To manage funding for these projects

We recognise our responsibility to create a safe, inclusive, and supportive environment for all participants, particularly those from underserved communities.

2. Scope

This policy applies to:

- Trustees
 - Staff (paid and voluntary)
 - Coaches and session leaders
 - Partner organisations delivering funded projects
 - Contractors and consultants
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3. Legal Framework

This policy is guided by relevant UK legislation and guidance, including:

- The Children Act 1989 and 2004
 - The Care Act 2014
 - Working Together to Safeguard Children (HM Government)
 - Charity Commission safeguarding guidance
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4. Definitions

- **Child / Young Person:** Anyone under the age of 18
 - **Adult at Risk:** An individual aged 18+ who may be vulnerable due to disability, illness, age, or circumstances
 - **Safeguarding:** Protecting individuals from abuse, harm, neglect, and exploitation
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5. Key Principles

London Squash will:

- Put the welfare of children and adults at risk first
 - Ensure all participants are treated with respect and dignity
 - Provide safe and inclusive access to squash and physical activity
 - Work in partnership with parents, carers, and relevant agencies
 - Take all safeguarding concerns seriously and respond appropriately
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6. Types of Abuse

We recognise the following forms of abuse:

- Physical abuse
 - Emotional abuse
 - Sexual abuse
 - Neglect
 - Financial abuse (for adults at risk)
 - Discriminatory abuse
 - Online/digital abuse
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7. Roles and Responsibilities

Trustees

- Ensure safeguarding is a priority within governance
- Appoint a **Designated Safeguarding Lead (DSL)**
- Ensure appropriate policies and procedures are in place

Designated Safeguarding Lead (DSL)

- Act as the main point of contact for safeguarding concerns
- Maintain records of concerns and actions
- Liaise with statutory agencies when required
- Provide guidance and support to staff and partners

Staff, Coaches, and Volunteers

- Complete safeguarding training
- Follow codes of conduct
- Report concerns immediately
- Maintain professional boundaries

Partner Organisations

- Must have appropriate safeguarding policies in place
 - Must comply with London Squash safeguarding standards as a condition of funding
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8. Safer Recruitment

London Squash will:

- Conduct appropriate **DBS checks** where roles involve regulated activity
 - Take up references
 - Ensure safeguarding responsibilities are included in role descriptions
 - Provide safeguarding induction for all new staff and volunteers
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9. Code of Conduct

All individuals representing London Squash must:

- Treat participants with respect and fairness
 - Avoid inappropriate physical contact
 - Not engage in behaviour that could be misinterpreted
 - Not develop inappropriate relationships with participants
 - Use appropriate language at all times
 - Ensure activities are delivered in safe, supervised environments
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10. Reporting Concerns

All safeguarding concerns must be reported immediately.

Process:

1. Listen and reassure the individual
2. Record the concern accurately (facts only)
3. Report to the Designated Safeguarding Lead
4. The DSL will determine next steps, including referral to:
 - Local Authority Safeguarding Teams
 - Police (if immediate danger)

Emergency:

If someone is at immediate risk, contact emergency services (999) immediately.

11. Managing Allegations Against Staff or Volunteers

- All allegations will be taken seriously
 - The DSL will liaise with the Local Authority Designated Officer (LADO) where appropriate
 - Individuals may be suspended from duties while investigations take place
 - Confidentiality will be maintained as far as possible
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12. Safeguarding in Funded Projects

As a funder and project overseer, London Squash will:

- Require safeguarding compliance as part of funding agreements
 - Monitor safeguarding practices within funded projects
 - Provide guidance and support where needed
 - Take action where safeguarding standards are not met
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13. Data Protection and Confidentiality

- Safeguarding information will be stored securely
 - Information will only be shared on a need-to-know basis
 - GDPR principles will be followed
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14. Training and Awareness

- All relevant individuals will receive safeguarding training appropriate to their role
 - The DSL will receive enhanced training
 - Safeguarding will be regularly reviewed and reinforced
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15. Review

This policy will be:

- Reviewed annually
 - Updated in line with legislation and best practice
 - Approved by the Board of Trustees
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16. Key Contacts

Designated Safeguarding Lead (DSL):

Name: Stewart Proctor

Email: stewart@elevatingsafetysolutions.co.uk

Phone: + 44 (0) 20 8464 5031 (Switchboard)

Deputy DSL (if applicable):

Name: _____

17. Approval



Approved by the Board of Trustees on: 02/10/2026

Next review date: 02/10/2027