

# Primary Sports Giants (PSG)

## Safeguarding & Child Protection Policy – Summary Version (2025–26)

**PLEASE CONTACT PSG FOR FULL VERSION**

---

### 1. Introduction & Core Principles

Primary Sports Giants (PSG) is committed to safeguarding and promoting the welfare of all children. Safeguarding is everyone's responsibility, and all staff, volunteers, and stakeholders play a vital role in protecting children.

#### Key Principles

- **Child-centred approach** – the child's welfare is paramount
- **It could happen here mindset** – all concerns are taken seriously
- **Equality of protection** – all children have equal rights regardless of background
- **Early intervention** – concerns are addressed as soon as possible
- **Listening to children** – their voice is central to decisions

#### Core Safeguarding Aims

- **Prevention** – safe environment and culture
  - **Protection** – clear procedures and trained staff
  - **Support** – support for children, families, and staff
  - **Collaboration** – partnership with parents and agencies
- 

### 2. Legal Framework & Guidance

This policy is based on statutory guidance including:

- Keeping Children Safe in Education (KCSIE) 2024
- Working Together to Safeguard Children
- Children Acts 1989 & 2004
- Equality Act 2010

PSG follows Kent Safeguarding Children Multi-Agency Partnership (KSCMP) procedures.

---

### 3. Key Roles & Responsibilities

#### Designated Safeguarding Lead (DSL)

- Overall responsibility for safeguarding
- Main point of contact for concerns
- Manages referrals and records
- Liaises with external agencies
- Ensures staff training

#### Deputy DSLs

- Support DSL and act in their absence

#### All Staff

All staff must:

- Recognise signs of abuse and neglect
- Act immediately on concerns
- Report to DSL without delay
- Record concerns accurately
- Maintain confidentiality (but not secrecy)

#### Children

- Have the right to feel safe and be heard
- Should know how to report concerns

#### Parents/Carers

- Work in partnership with PSG
  - Support safeguarding approaches
- 

### 4. Types of Abuse

Staff must understand the four main categories:

- **Physical abuse**
- **Emotional abuse**
- **Sexual abuse**
- **Neglect**

Safeguarding also includes risks such as:

- Bullying and cyberbullying
- Child-on-child abuse
- Exploitation (CSE/CCE)

- Domestic abuse
  - Radicalisation
  - Online safety risks
  - Mental health concerns
- 

## 5. Recognising Concerns

Indicators may include:

- Changes in behaviour or mood
- Unexplained injuries
- Poor hygiene or neglect
- Fearful or withdrawn behaviour
- Inappropriate sexual behaviour
- Sudden changes in friendships or attendance

Staff must always remain professionally curious and vigilant.

---

## 6. Responding to Concerns

If a child discloses:

- Listen carefully and calmly
- Use open questions (TED: Tell, Explain, Describe)
- Do not promise confidentiality
- Reassure the child
- Record accurately
- Report to DSL immediately

### Key Rule

**Never delay action.**

---

## 7. Reporting & Referral Process

### Internal Reporting

- All concerns go to the DSL immediately

### External Referral

- DSL decides on next steps:
  - Early Help

- Referral to Children's Social Care
- Police (if immediate risk)

## Emergency Situations

- Contact emergency services immediately

## Escalation

- Concerns must be re-referred if not resolved
- 

## 8. Early Help

Early Help provides support before issues escalate.

Examples:

- Family support
- Behaviour support
- Mental health support

DSL leads Early Help assessments and monitors progress.

---

## 9. Recording & Record Keeping

All concerns must be:

- Recorded promptly
- Factual (no opinions)
- Signed and dated
- Stored securely

Records must include:

- What happened
- Actions taken
- Outcomes

Confidentiality must be maintained.

---

## 10. Information Sharing

- Information must be shared to keep children safe
- GDPR does not prevent safeguarding information sharing
- Only share with those who need to know

---

## 11. Multi-Agency Working

PSG works with:

- Children's Social Care
- Police
- Schools
- Health services

PSG will:

- Attend meetings
  - Contribute to plans
  - Share relevant information
- 

## 12. Child-on-Child Abuse

PSG has a **zero-tolerance approach**.

Forms include:

- Bullying
- Physical abuse
- Sexual harassment/violence
- Sexting
- Initiation/hazing

### Key Actions

- All incidents reported to DSL
  - Victims supported
  - Behaviour challenged immediately
- 

## 13. Sexual Violence & Harassment

- Taken seriously at all times
- Victims supported and protected
- DSL conducts risk assessment
- May involve police/social care

Factors considered:

- Age and maturity
- Power imbalance

- Ongoing risk
- 

## 14. Online Safety

Risks include:

- Cyberbullying
- Exploitation
- Sexting
- Grooming

### PSG Approach

- Filtering and monitoring systems
- Staff training
- Clear reporting procedures

Staff must never view or share inappropriate images.

---

## 15. Specific Safeguarding Risks

Staff must be aware of:

- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- County lines
- Domestic abuse
- Radicalisation (Prevent duty)
- Honour-based abuse (including FGM)
- Modern slavery
- Cybercrime

All concerns must be reported to DSL.

---

## 16. Supporting Vulnerable Children

Higher risk groups include:

- Children with SEND
- Children with mental health needs
- Looked after children
- Children with social workers

- Children experiencing abuse at home

PSG ensures tailored support and monitoring.

---

## 17. Mental Health

- Mental health concerns may indicate safeguarding issues
  - Staff must report concerns
  - Early support is essential
- 

## 18. Safer Recruitment

PSG ensures:

- DBS checks for staff
  - Safer recruitment processes
  - Ongoing suitability checks
- 

## 19. Allegations Against Staff

All allegations must be reported immediately to the DSL.

May involve:

- Local Authority Designated Officer (LADO)
- Police

Two levels:

- Harm threshold met
  - Low-level concerns
- 

## 20. Staff Conduct & Training

All staff must:

- Follow code of conduct
  - Maintain professional boundaries
  - Attend regular safeguarding training
-

## 21. Safe Culture

PSG promotes:

- Open reporting culture
- No tolerance of abuse
- Continuous vigilance

Whistleblowing procedures are in place.

---

## 22. Physical Safety

Includes:

- Site security
  - Safe equipment use
  - Risk assessments
  - Appropriate use of physical intervention
- 

## 23. Complaints & Whistleblowing

Concerns can be raised:

- Internally to PSG
- Via NSPCC helplines

All concerns are taken seriously.

---

## 24. Policy Review

- Reviewed annually
  - Updated with new guidance
  - Staff must read and understand
- 

## 25. Key Takeaways for Staff

- Safeguarding is everyone's responsibility
  - Always act immediately
  - Report to DSL without delay
  - Record everything clearly
  - Never assume someone else will act
-

## Appendix – Quick Action Guide

### If concerned about a child:

1. Listen
2. Reassure
3. Record
4. Report to DSL immediately

**If immediate danger:** → Call emergency services

---

## Staff Quick Reference Guide – Reporting a Safeguarding Concern Step-by-Step Flowchart

### 1. Concern identified

↓

Staff member notices signs, receives disclosure, or has a concern about a child

### 2. Immediate action

↓

- Stay calm and listen
- Reassure the child
- Do NOT promise confidentiality

### 3. Gather basic information

↓

- Use open questions (TED: Tell, Explain, Describe)
- Do NOT investigate

### 4. Record the concern

↓

- Write facts only (child's words where possible)
- Sign and date
- Complete PSG safeguarding form

### 5. Report to DSL immediately

↓

- Contact DSL or Deputy DSL without delay

### 6. DSL decision making

↓

DSL will:

- Review concern
- Decide on next steps
  - Monitor
  - Early Help
  - Refer to Children's Social Care
  - Contact Police (if immediate risk)

## 7. Follow-up



- Continue to support the child
  - Maintain confidentiality
  - Record any further concerns
- 

## Emergency Rule

### **If a child is in immediate danger:**

- Call 999 immediately
  - Then inform DSL as soon as possible
- 

## Golden Rules for Staff

- Act immediately – never delay
  - Report, don't investigate
  - Record everything clearly
  - Share with DSL only (need-to-know basis)
  - Never assume someone else will act
-



## Child Protection Policy

**This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.**

Date written: [July 2025](#)

Date of last update: [20 July 2025](#)

Date agreed and ratified by: [Tom Humphreys - Director & DSL,](#)  
[seconded by Kelly Flint](#)

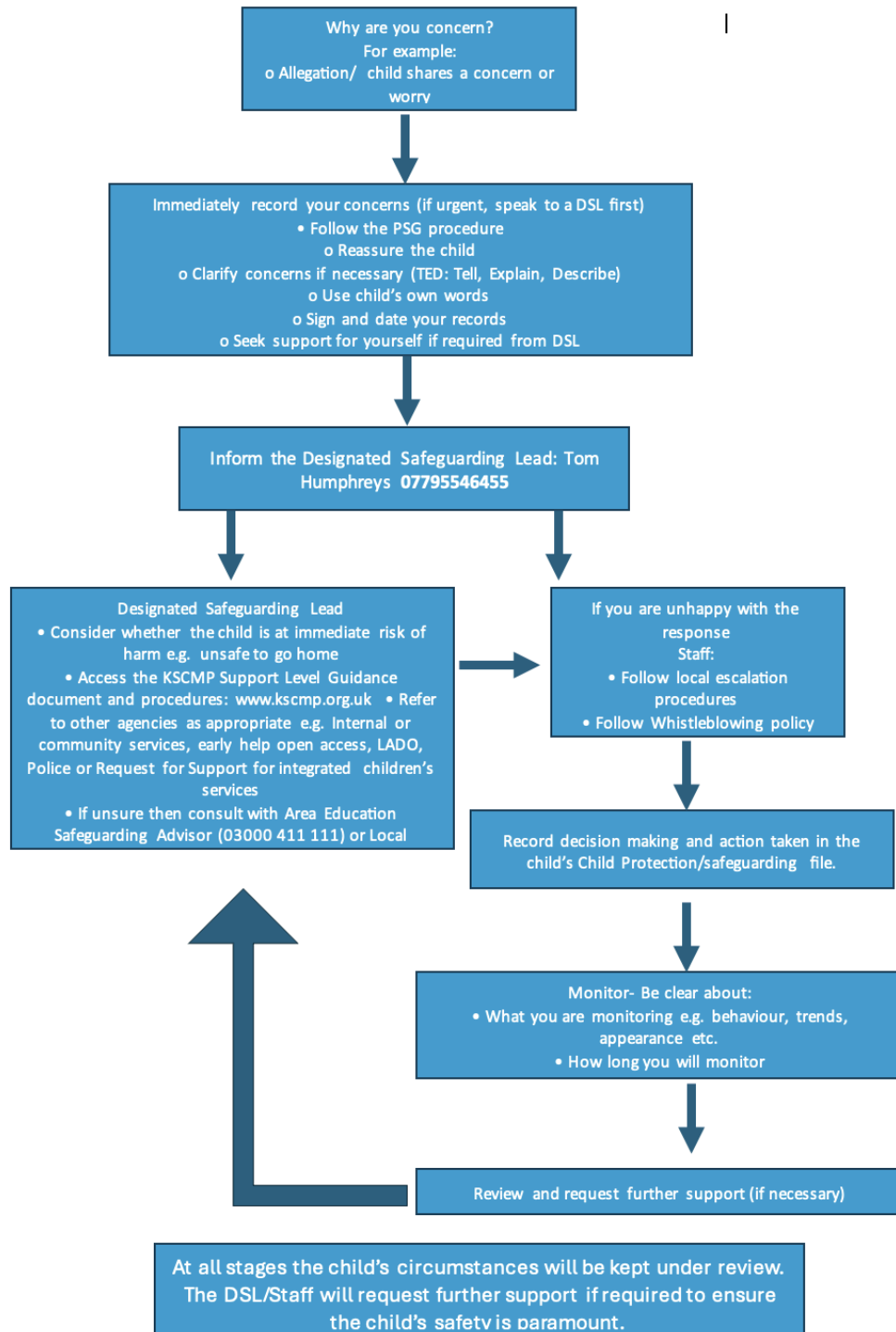
Date of next full review: [July , 2026](#)

**This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.**

### Key Contacts

	Name	contact information
--	------	---------------------

<b>Designated Safeguarding Lead (DSL)</b>	Tom Humphreys - Director	<a href="mailto:Tom@primarysportsgiants.co.uk">Tom@primarysportsgiants.co.uk</a> 07795546455
<b>Deputy Designated Safeguarding Lead(s)</b>	Kelly Flint	Kelly Flint < <a href="mailto:k.flint@st-anselms.org.uk">k.flint@st-anselms.org.uk</a> > <a href="mailto:admin@primarysportsgiants.co.uk">admin@primarysportsgiants.co.uk</a>
<b>Other key staff</b>	Ellen King	Administration lead & DSL <a href="mailto:Info@primarysportsgiants.co.uk">Info@primarysportsgiants.co.uk</a>



*End of Summary Document*