

Safeguarding & Child Protection Policy

GoPerform Ltd.

Unit 60 Robert Cort Industrial Estate, RG2 0AU

1. Policy Statement

GoPerform Ltd. is committed to creating a safe, positive, and supportive environment for all children, young people, and adults who enter our facility.

We recognise our responsibility to protect children (under 18) and vulnerable adults from harm, abuse, and exploitation. This policy outlines the procedures we follow to safeguard those we work with in:

- 1-to-1 coaching sessions
- GoPerform Academy group sessions
- Youth Elevate sessions
- School visits and other external visits
- Team testing sessions
- Physiotherapy / other treatment appointments

We aim to ensure that:

- The welfare of our customers is always the highest priority.
- All staff, coaches, and volunteers understand their safeguarding responsibilities.
- Children and adults are protected from neglect, physical, sexual, and emotional harm.
- Clear procedures are in place for reporting and managing concerns.

2. Legal Framework

This policy is based on and aligns with:

- The Children Act 1989 & 2004
- Working Together to Safeguard Children (HM Government, 2018)
- NSPCC Child Protection in Sport guidance
- Local Safeguarding Children Partnership (LSCP) requirements

3. Responsibilities

- a. Management (Directors / Owners)
 - i. Appoint a Designated Safeguarding Lead (DSL) with responsibility for child protection.
 - ii. Ensure all staff and volunteers have appropriate DBS checks.
 - iii. Provide annual safeguarding training and refreshers for staff.
 - iv. Ensure safeguarding is included in risk assessments for activities, facilities, and off-site visits.

- b. Coaches & Staff
 - i. Prioritise the wellbeing of children and adults at all times.
 - ii. Follow safe practice guidelines when working 1-to-1 and in groups.
 - iii. Avoid being left alone in unsupervised settings with a child (unless part of structured 1-to-1 with parental knowledge).
 - iv. Report safeguarding concerns immediately to the DSL.
 - v. Treat everyone with dignity, respect, and fairness.

- c. Parents/Guardians
 - i. Provide up-to-date emergency contact and medical details.
 - ii. Be aware of and support facility rules and safeguarding measures.

4. Safer Practice Guidelines

- a. Supervision: Maintain appropriate coach-to-athlete ratios.

- b. Physiotherapy and other treatment/appointments for U18's:
 - 1. Physical Contact:
 - a. Only use physical contact that is necessary, proportionate, and explained clearly in advance.
 - b. Parental/guardian consent is required and will be documented in patient notes.

 - 2. Confidentiality and record keeping:
 - a. Maintain accurate treatment notes in line with professional standards and GDPR.
 - b. Share safeguarding concerns with designated safeguarding lead (DSL) or relevant agencies.

- c. 1-to-1 Sessions:
 - i. Held in open, visible spaces where possible.
 - ii. Parents/guardians informed of time, location, and coach responsible.
- d. GoPerform Academy group sessions:
 - i. At least two adults present where possible.
 - ii. Attendance register kept for every session.
- e. Youth Elevate sessions:
 - i. At least two adults present where possible.
 - ii. Attendance register kept for every session.
- f. School & Team Visits:
 - i. Risk assessments conducted in advance.
 - ii. Safeguarding responsibilities clarified with school/team staff.
- g. Communication:
 - i. Staff should not use personal phones, messaging apps, or social media to contact young athletes directly.
 - ii. All communication goes through parents/guardians or approved platforms.
- h. Transport:
 - i. Staff should not transport children in personal vehicles unless authorised and with parental consent.

5. Recognising and Responding to Concerns

- a. Staff should be alert to signs of abuse or neglect, including:
 - i. Unexplained injuries or changes in behaviour
 - ii. Signs of bullying, anxiety, or withdrawal
 - iii. Inappropriate or concerning relationships
- b. Reporting Procedure
 - i. Record concerns immediately (date, time, details, witnesses).
 - ii. Report to the Designated Safeguarding Lead (DSL).
 - iii. DSL will assess and, if appropriate, refer to local safeguarding services or the police.
 - iv. Maintain confidentiality – only share information on a need-to-know basis.

6. Designated Safeguarding Lead (DSL)

Name: Jonny Nicholson

Role: Performance Coach

Contact: jonny@go-perform.co.uk

The designated person will ensure that proper procedures and policies are in place and are followed with regard to safeguarding issues. They will also act as a dedicated resource available for other staff to draw upon.

7. Volunteers / Work Experience Students and Visitors

- a. Any individuals who partake in work experience or visit us at GoPerform, in whatever capacity, will be given the same consideration as paid staff. Where an individual visits for work experience on a one-off basis, he/she will only work under the direct supervision of a member of staff, and at no time have one-to-one contact with children/vulnerable adults. However, if an individual is to be at GoPerform regularly or over a longer period then they will be checked to ensure their suitability to work with children/vulnerable adults.

Other visitors will be accompanied by a member of staff at all times and will not have any one-to-one contact with children/vulnerable adults.

8. Safer Recruitment

- a. All staff who will work with children must have an Enhanced DBS check.
- b. References will be obtained for all new staff.
- c. Recruitment and induction will include safeguarding responsibilities (see section 9 below).

9. Training and Induction

- a. All new members of staff (including placement students) will receive induction training, which will give an overview of the organisation, its purpose, values, services and structure, as well as identifying and reporting abuse, and confidentiality issues.

- b. All permanent members of staff who directly work with children and young people, in the absence of parental supervision, are expected to complete a level 2 safeguarding course followed by a refresher course every 3 years.
- c. DSL will receive advanced safeguarding training every 2 years.
- d. Refresher training and updates will be provided annually if necessary.

10. Photographing and Social Media Content:

- a. Permission to take photographs or videos of children and young people will be obtained from the parent or guardian.
- b. Permission to use images or videos as content on GoPerform's social media channels will also be obtained.

11. Confidentiality:

- a. All members of staff will ensure that any data about children in our facility are handled in accordance with the requirements of the law, and any national and local guidance. Any member of the staff who has access to sensitive information about a customer or a customer's family must take all reasonable steps to ensure that such information is only disclosed to those people who need to know. Regardless of the duty of confidentiality, if any member of staff has reason to believe that a child may be suffering harm, or be at risk of harm, their duty is to forward this information without delay to the designated person.

12. Review of Policy

- a. This policy will be reviewed annually, or sooner if legislation, guidance, or facility practice changes.

Signed: 

Name & Position: Dan Buchanan - Director

Date: 29/08/2025