



SABAIN ACADEMY BOXING & EDUCATION CIC (SABE)

Child Safeguarding and Protection Policy

Version: 2026

Effective Date: August 2026

Review Date: August 2027

1. Policy Statement

Sabain Academy Boxing & Education CIC (SABE) is committed to providing a safe, positive and inclusive environment where every child and young person can participate in sport, education and wellbeing activities free from abuse, neglect, exploitation, discrimination and harm.

The welfare of children and young people is our highest priority. Every child has the right to feel safe, be respected, be listened to and enjoy physical activity regardless of age, disability, ethnicity, faith, gender, sexual orientation or socio-economic background.

SABE recognises that safeguarding is everyone's responsibility.

2. Purpose

This policy explains how SABE will:

- Protect children and young people.
- Promote their welfare and wellbeing.
- Prevent abuse and poor practice.
- Respond appropriately to safeguarding concerns.
- Meet legal and statutory safeguarding responsibilities.
- Create a culture where safeguarding is embedded in every aspect of our work.

3. Scope

This policy applies to:

- Directors
- Coaches

- Volunteers
- Sessional staff
- Placement students
- Contractors
- Partner organisations delivering activities on behalf of SABE

It applies during:

- Boxing sessions
- Fitness sessions
- Community outreach
- Competitions
- Events
- Educational activities
- Online communication
- Social media interactions
- Off-site visits

4. Legal Framework

This policy is informed by current UK safeguarding legislation and guidance, including:

- Children Act 1989
- Children Act 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education (where applicable)
- Equality Act 2010
- Human Rights Act 1998
- Data Protection Act 2018
- UK GDPR
- Safeguarding Vulnerable Groups Act 2006

- Relevant England Boxing safeguarding requirements
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5. Our Commitment

SABE will:

- Put children's welfare first.
 - Provide safe, inclusive activities.
 - Listen to children's voices.
 - Treat every child with dignity and respect.
 - Promote equality and inclusion.
 - Recruit safely.
 - Maintain appropriate staff-to-participant ratios.
 - Complete risk assessments.
 - Ensure safeguarding concerns are acted upon immediately.
 - Work collaboratively with statutory agencies.
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6. Safeguarding Responsibilities

Directors

The Directors are responsible for ensuring:

- Safeguarding remains a strategic priority.
 - Policies are reviewed annually.
 - Resources are available.
 - Serious concerns are reported appropriately.
 - Staff receive safeguarding training.
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Coaches

Coaches must:

- Promote children's welfare.

- Maintain professional boundaries.
 - Follow SABE policies.
 - Report concerns immediately.
 - Never ignore disclosures.
 - Challenge poor practice.
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Volunteers

Volunteers must:

- Follow safeguarding procedures.
 - Report concerns immediately.
 - Never investigate allegations themselves.
 - Work within their role.
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7. Safer Recruitment

Before working with children SABE will ensure appropriate recruitment checks are completed including:

- Enhanced DBS checks (where required)
- Identity verification
- References
- Interview process
- Right to work checks
- Safeguarding declaration

No individual may work unsupervised with children until recruitment requirements have been completed.

8. Code of Conduct

All adults working with children will:

- Treat everyone fairly.

- Use appropriate language.
- Encourage participation.
- Never humiliate or intimidate.
- Avoid favouritism.
- Avoid unnecessary physical contact.
- Respect confidentiality.
- Challenge bullying.
- Model positive behaviour.

Adults must never:

- Develop inappropriate relationships.
- Exchange personal gifts.
- Communicate through personal social media.
- Share inappropriate content.
- Use degrading language.
- Be under the influence of alcohol or drugs while working.

9. Recognising Abuse

SABE recognises that abuse may include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Domestic abuse
- Child criminal exploitation
- Child sexual exploitation
- Online abuse
- Bullying

- Grooming
- Radicalisation
- County lines exploitation

Children with disabilities or additional needs may face increased safeguarding risks and require additional protection.

10. Responding to Concerns

If a child discloses abuse:

- Stay calm.
- Listen carefully.
- Take the child seriously.
- Reassure them they have done the right thing.
- Do not promise confidentiality.
- Record exactly what was said.
- Report immediately to the Designated Safeguarding Lead.

If a child is believed to be in immediate danger, emergency services must be contacted without delay.

11. Recording Concerns

All safeguarding concerns must be:

- Recorded promptly.
 - Factual.
 - Signed and dated.
 - Stored securely.
 - Shared only with those who need to know.
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12. Online Safety

SABE is committed to protecting children online.

We will:

- Use approved communication channels.
 - Obtain parental consent where appropriate.
 - Protect personal information.
 - Promote safe online behaviour.
 - Respond to online safeguarding concerns.
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13. Photography and Filming

Images of children will only be used:

- With appropriate consent.
- For legitimate organisational purposes.
- In accordance with data protection legislation.

Personal information identifying children will not be published without permission.

14. Equality, Diversity and Inclusion

SABE welcomes every child regardless of:

- Disability
- Race
- Religion
- Gender
- Sexual orientation
- Additional needs
- Family circumstances

Reasonable adjustments will be made wherever possible to enable participation.

15. Complaints

Concerns about safeguarding practice should be reported immediately to the Designated Safeguarding Lead.

Where appropriate, concerns may also be referred to:

- Lewisham Children's Social Care
 - Police
 - Local Authority Designated Officer (LADO)
 - England Boxing Safeguarding Team
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16. Training

All coaches, volunteers and staff will receive safeguarding training appropriate to their role.

Training will be refreshed regularly, with updates provided when legislation or guidance changes.

17. Monitoring and Review

This policy will be reviewed:

- Annually
 - Following any safeguarding incident
 - Following changes to legislation or national guidance
 - Following organisational learning
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Designated Safeguarding Lead (DSL)

Name: Valissa Shay

Role: Director of Community Strategy & Partnerships

Deputy Designated Safeguarding Lead

Name: Aaron Morris

Role: Director of Boxing



Policy Approval

Approved by the Board of Directors of Sabain Academy Boxing & Education CIC.

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Next Review: August 2027