

# DJKI Academy Safeguarding Policy

## 1. Introduction

DJKI Academy is committed to providing a safe, secure, and supportive environment for all children and young people who participate in football and other activities organized by the Academy. This Safeguarding Policy outlines our approach to protecting the welfare of children and young people, ensuring that all staff, volunteers, and stakeholders adhere to best practices in safeguarding.

## 2. Purpose of the Policy

The purpose of this policy is to:

Protect the children and young people involved in our academy from harm, abuse, neglect, and exploitation.

Ensure that all staff, volunteers, and stakeholders are aware of their responsibilities in safeguarding and child protection.

Provide a clear framework for reporting concerns and ensuring a prompt and appropriate response to safeguarding issues.

Promote a culture of vigilance and awareness in relation to child welfare.

## 3. Scope of the Policy

This policy applies to:

All staff (paid and unpaid), volunteers, and contractors working with DJKI Academy.

All children and young people participating in DJKI Academy activities, both on and off the field, including during training sessions, matches, and social events.

## 4. Safeguarding Principles

DJKI Academy operates in accordance with the following principles:

The welfare of the child is paramount: The best interests of the child must always be the top priority in any action taken by the academy.

Children have the right to be heard: Children should feel confident that they are supported and can raise concerns about their own or others' safety without fear of repercussions.

Confidentiality: Information about safeguarding concerns will only be shared with those who need to know, in accordance with the law and safeguarding procedures.

Duty of Care: All staff and volunteers are expected to take reasonable steps to ensure that children are safe and protected from harm.

Zero Tolerance to Abuse: The academy operates a zero-tolerance approach to any form of abuse, neglect, or exploitation.

## 5. Types of Abuse

Abuse can take several forms, including:

Physical Abuse: Hitting, shaking, or causing physical harm to a child.

Emotional Abuse: Constant criticism, threats, or ignoring a child, leading to emotional harm.

Sexual Abuse: Any form of sexual activity with a child, including grooming or inappropriate behavior.

Neglect: Failing to provide adequate care, including food, clothing, and shelter.

Bullying: Any form of bullying or harassment, including cyberbullying.

Exploitation: Any form of exploiting a child for personal gain, including for labor or other purposes.

## 6. Recruitment and Training

To ensure the safety of all children, DJKI Academy adopts robust recruitment and selection processes, including:

All staff and volunteers will be subject to enhanced Disclosure and Barring Service (DBS) checks or equivalent local background checks.

All staff and volunteers will undergo regular safeguarding training to ensure they understand their responsibilities and are equipped to handle any safeguarding concerns.

Safeguarding is included in induction training for new staff and volunteers.

## 7. Reporting Concerns

Any staff member, volunteer, or child who has concerns about the safety or welfare of a child should report their concerns to the designated Safeguarding Officer or the appropriate authorities. This includes:

The Safeguarding Officer: [Name, Contact Information]

Emergency Contacts: If a child is at immediate risk of harm, contact emergency services (police or child protection services) immediately.

## 8. Procedure for Dealing with Safeguarding Concerns

If a safeguarding concern arises, the following procedure should be followed:

Listen and Record: If a child discloses a concern, listen carefully and reassure them that they are being heard. Record the details accurately, without judgment or speculation.

Report: Report the concern to the Safeguarding Officer, who will assess the situation and decide on the next steps.

Referral: If the concern is serious, the Safeguarding Officer may refer the matter to external agencies, such as child protection services or the police.

Follow Up: The Safeguarding Officer will monitor the situation to ensure that appropriate action has been taken and that the child is safe.

## 9. Code of Conduct for Staff and Volunteers

All staff and volunteers are expected to adhere to a clear code of conduct when interacting with children. This includes:

Treating all children with respect and dignity.

Ensuring that all activities are safe and age-appropriate.

Avoiding unnecessary physical contact with children, and being mindful of professional boundaries.

Reporting any concerns promptly, whether about another adult or a child's behavior.

Not using inappropriate language or engaging in behavior that could be construed as abusive.

#### 10. Confidentiality and Information Sharing

DJKI Academy respects the confidentiality of personal information and will only share safeguarding information on a need-to-know basis, in accordance with legal requirements and in the best interests of the child.

#### 11. Partnerships and External Agencies

DJKI Academy works closely with external agencies such as local child protection services, the police, and the relevant sporting bodies to ensure that best practices in safeguarding are maintained. We are committed to fully cooperating with investigations and working in partnership to safeguard children.

#### 12. Review of Policy

This policy will be reviewed annually or sooner if required, in response to any significant safeguarding incidents, changes in legislation, or feedback from staff, children, or parents.

Signed: Brendan Davis

Name : Brendan Davis

Position : Director/ Head coach

DJKI Academy Ltd