

BLaw Training Ltd

Safeguarding & Child Protection Policy

Company: BLaw Training Ltd

Policy: Safeguarding & Child Protection Policy

Version: 1.0

Effective Date: August 2026

Review Date: August 2027

Policy Owner: BLaw Training Ltd

Designated Safeguarding Lead (DSL): [Name]

DSL Contact: [Email Address / Telephone Number]

Deputy Safeguarding Lead: [Name / Contact Details]

1. Purpose

BLaw Training Ltd is committed to providing a safe, positive and inclusive environment for every child and young person who participates in our basketball coaching, training sessions, camps, clinics, leagues, mentoring, events and online programmes.

The welfare of children and young people is our highest priority.

We recognise that safeguarding is everyone's responsibility. All coaches, staff, volunteers, contractors and anyone working on behalf of BLaw Training Ltd have a responsibility to promote the welfare of children and to take appropriate action where there are concerns about a child's safety or wellbeing.

This policy sets out how BLaw Training Ltd will prevent, identify and respond to safeguarding concerns.

2. Our Commitment

BLaw Training Ltd will:

- Put the safety and welfare of children before all other considerations.
- Treat every child with dignity, respect and fairness.
- Provide an environment where children feel safe to speak about concerns.
- Take all safeguarding concerns seriously.
- Respond promptly and appropriately to allegations or concerns.
- Ensure staff and coaches understand their safeguarding responsibilities.
- Use appropriate safer recruitment procedures when engaging staff and coaches.
- Ensure appropriate safeguarding checks are undertaken where required.
- Maintain appropriate professional boundaries between adults and children.
- Promote equality, diversity and inclusion.
- Take reasonable steps to protect children from abuse, neglect, exploitation, bullying and inappropriate behaviour.
- Work with parents, carers and relevant agencies where necessary to protect a child.

- Review this policy regularly and update it when necessary.
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3. Who This Policy Applies To

This policy applies to everyone working with or representing BLaw Training Ltd, including:

- Directors and management.
- Basketball coaches.
- Assistant coaches.
- Strength and conditioning coaches.
- Mentors.
- Volunteers.
- Camp staff.
- Event staff.
- Contractors and sessional workers.
- Anyone representing BLaw Training Ltd when working with children.
- Anyone involved in our online coaching or digital programmes where they may have contact with young people.

All individuals working with children are expected to understand and follow this policy.

4. What We Mean by Safeguarding

Safeguarding means protecting children from harm and promoting their welfare.

This includes protection from:

- Physical abuse.
- Emotional or psychological abuse.
- Sexual abuse.
- Neglect.
- Bullying and cyberbullying.
- Discrimination.
- Exploitation.
- Grooming.
- Criminal exploitation.
- Domestic abuse.
- Online abuse.
- Harmful or inappropriate behaviour by adults or other young people.

Safeguarding also includes creating an environment where children are listened to, respected and supported.

5. Recognising Signs of Abuse

Safeguarding concerns may present themselves in different ways. No single sign necessarily means that abuse is taking place.

Possible indicators may include:

- Unexplained injuries.
- Significant or sudden changes in behaviour.
- Fearfulness or withdrawal.
- A child appearing unusually anxious around a particular person.
- Sudden changes in attendance or engagement.
- Inappropriate sexualised behaviour or language.
- Changes in appearance or hygiene.
- A child talking about being hurt, threatened, frightened or unsafe.
- Disclosure of abuse or neglect.
- Unusual messages, online interactions or contact involving an adult.
- Signs of bullying or exclusion.
- Behaviour suggesting that a child may be experiencing exploitation or coercion.

Staff should never attempt to diagnose abuse or investigate concerns themselves.

6. Responding to a Child Who Discloses a Concern

If a child tells a coach or member of staff that they have been harmed, abused, threatened or made to feel unsafe, the adult should:

1. Remain calm and listen carefully.
2. Take the child seriously.
3. Allow the child to speak in their own words.
4. Reassure them that they have done the right thing by speaking up.
5. Explain that the information cannot be kept completely confidential if someone needs to be told in order to keep them safe.
6. Avoid asking leading or unnecessary questions.
7. Do not promise to keep the information secret.
8. Do not confront the person who has allegedly caused harm.
9. Record the concern as soon as possible using the child's own words where appropriate.
10. Report the concern immediately to the Designated Safeguarding Lead.

Staff should not investigate the allegation themselves.

7. Reporting Safeguarding Concerns

Any concern about the safety or welfare of a child must be reported to BLaw Training's Designated Safeguarding Lead as soon as possible.

This includes concerns about:

- A child's behaviour or wellbeing.
- Suspected abuse or neglect.
- An allegation against a coach or member of staff.
- Inappropriate behaviour by another child.
- Online contact or communication.

- Bullying.
- A child going missing from an activity.
- Any situation in which an adult believes a child may be at risk.

Where there is an immediate risk of serious harm, emergency services should be contacted without delay.

The DSL will consider the appropriate next steps, which may include contacting the child's parent/carer, the relevant local authority safeguarding service, the police, or another appropriate safeguarding organisation.

Where appropriate, information will be shared with relevant agencies in accordance with safeguarding and data protection requirements.

8. Allegations Against Staff, Coaches or Volunteers

BLaw Training Ltd takes any allegation against an adult working for or representing the organisation extremely seriously.

If an allegation is made that a coach, member of staff, volunteer or other adult working on behalf of BLaw Training Ltd has:

- Harmed a child.
- Behaved in a way that may have harmed a child.
- Potentially committed an offence against or relating to a child.
- Behaved in a way that indicates they may pose a risk to children.

The matter must be reported immediately to the appropriate safeguarding lead.

The organisation will not attempt to conduct its own investigation where external safeguarding authorities need to be involved.

The organisation will cooperate fully with any investigation by the relevant safeguarding authorities, police or other appropriate body.

Where the concern relates to the Designated Safeguarding Lead, it should be reported to an alternative senior person or directly to the appropriate safeguarding authority.

9. Safer Recruitment

BLaw Training Ltd is committed to recruiting individuals who are suitable to work with children.

Depending on the role and responsibilities involved, recruitment procedures may include:

- Identity verification.
- Relevant qualification checks.
- Employment or coaching history.
- References.

- Appropriate DBS checks.
- Right-to-work checks where applicable.
- Verification of relevant safeguarding training.
- Consideration of any safeguarding concerns or relevant information.

No individual should undertake responsibilities involving children where the organisation has identified information that makes them unsuitable to do so.

DBS checks are an important part of safer recruitment but do not replace appropriate supervision, professional conduct and ongoing safeguarding awareness.

10. Professional Boundaries

All adults working with children for BLaw Training Ltd must maintain appropriate professional boundaries.

Coaches and staff must:

- Communicate with children appropriately.
- Treat children with respect.
- Avoid favouritism.
- Avoid inappropriate physical contact.
- Avoid being alone with a child where this can reasonably be avoided.
- Never engage in sexualised, threatening, humiliating or degrading behaviour.
- Never use physical punishment.
- Never make inappropriate comments about a child's body or appearance.
- Never form inappropriate personal or romantic relationships with children.
- Never ask children to keep inappropriate secrets.
- Never communicate with children inappropriately through personal social media accounts or private messaging.

Physical contact may sometimes be appropriate within basketball coaching, for example when demonstrating technique or responding to an immediate safety issue. Such contact must always be appropriate, proportionate and for a legitimate coaching or safety purpose.

11. One-to-One Coaching

BLaw Training Ltd provides individual basketball coaching and mentoring.

Where one-to-one sessions take place:

- Sessions should take place in an appropriate professional environment.
- Parents/carers should know when and where the session is taking place.
- Coaches should avoid unnecessary private communication with young people outside the agreed coaching arrangements.
- Where possible, parents/carers should be able to remain nearby or have appropriate visibility of the session.
- Coaches must maintain professional boundaries at all times.

- Any safeguarding concern arising during a one-to-one session must be reported in accordance with this policy.
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12. Photography, Filming and Social Media

BLaw Training Ltd may photograph or film basketball activities for legitimate promotional, educational or sporting purposes.

Appropriate consent will be obtained where required.

BLaw Training Ltd will:

- Respect parental/carer preferences regarding photography and filming.
- Avoid publishing unnecessary personal information alongside images.
- Never use images of children in an inappropriate or degrading manner.
- Store images appropriately.
- Ensure coaches and staff understand expectations around photography and filming.
- Not allow children to be filmed or photographed for personal purposes by staff or coaches.

Parents and carers should raise any concerns about photography or filming with BLaw Training Ltd.

13. Online Coaching and Communication

BLaw Training Ltd may provide online coaching, game analysis, webinars, mentoring, Q&As and other digital services.

Online safeguarding expectations apply in exactly the same way as they do to face-to-face activity.

Staff and coaches must:

- Use professional communication channels wherever possible.
- Maintain appropriate boundaries.
- Avoid inappropriate private conversations with children.
- Not request inappropriate images, videos or personal information.
- Not engage in sexualised or inappropriate conversations.
- Ensure online sessions are conducted appropriately.
- Report concerning online behaviour immediately.

Parents/carers should be made aware of the arrangements for online sessions involving younger participants.

14. Bullying and Discrimination

BLaw Training Ltd has a zero-tolerance approach to bullying, harassment and discrimination.

This includes behaviour relating to:

- Race or ethnicity.
- Religion or belief.
- Disability.
- Sex or gender.
- Sexual orientation.
- Age.
- Background or family circumstances.
- Ability or sporting performance.
- Appearance.
- Socioeconomic circumstances.

Bullying may occur in person or online.

Any concern should be reported to a coach, member of staff or the Designated Safeguarding Lead.

BLaw Training Ltd will take appropriate action to address concerns and support those affected.

15. Supervision and Changing Facilities

BLaw Training Ltd will take reasonable steps to ensure children are appropriately supervised during activities.

Where changing facilities are provided, coaches and staff should respect children's privacy and should not enter changing areas unnecessarily.

Adults should not change alongside children.

Where a venue has its own safeguarding or facility procedures, BLaw Training Ltd will follow those procedures alongside this policy.

16. Missing Children

If a child goes missing during a BLaw Training activity:

1. Staff should immediately inform the lead coach or responsible member of staff.
2. The child's last known location should be established.
3. Appropriate venue procedures should be followed.
4. Parents/carers should be contacted where appropriate.
5. If there is concern that the child may be at risk of harm, the police or appropriate emergency service should be contacted.

The incident should be recorded and reviewed afterwards.

17. Confidentiality and Information Sharing

Safeguarding information will be handled sensitively and shared only with people who need the information to protect a child or fulfil their safeguarding responsibilities.

Confidentiality cannot be promised to a child where sharing information is necessary to protect them or another person from harm.

Safeguarding records will be stored securely and handled in accordance with applicable data protection requirements.

18. Safeguarding Training

BLaw Training Ltd expects relevant staff and coaches to have appropriate safeguarding knowledge and training for their roles.

Safeguarding training should cover:

- Recognising abuse.
- Responding to disclosures.
- Reporting concerns.
- Professional boundaries.
- Safer working practices.
- Online safeguarding.
- Equality and inclusion.
- The responsibilities of the Designated Safeguarding Lead.

Training should be refreshed when appropriate and when guidance or organisational procedures change.

19. Parents and Carers

BLaw Training Ltd believes that parents and carers play an important role in safeguarding children.

Parents and carers are encouraged to:

- Speak to coaches if they have concerns.
- Tell BLaw Training Ltd about relevant information that may affect a child's safety during activities.
- Ensure emergency contact information is kept up to date.
- Follow venue and programme safeguarding procedures.
- Encourage children to speak to a trusted adult if they feel unsafe.

BLaw Training Ltd will communicate safeguarding information clearly to parents and carers where appropriate.

20. Whistleblowing

Everyone working with BLaw Training Ltd has a responsibility to speak up if they believe a child may be at risk or if safeguarding procedures are not being followed.

No individual should feel pressured to remain silent about a genuine safeguarding concern.

Concerns can be raised with the Designated Safeguarding Lead or another appropriate senior person.

Where necessary, concerns may also be raised directly with the relevant safeguarding authority or police.

21. Record Keeping

Safeguarding concerns and incidents should be recorded accurately and promptly.

Records should include, where appropriate:

- Date and time.
- Name of the child.
- What was observed or disclosed.
- The child's own words where possible.
- Names of relevant people involved.
- Actions taken.
- Who the concern was reported to.
- Any further action required.

Records should be factual and should not include unnecessary opinions or assumptions.

Safeguarding records must be stored securely.

22. Emergency Situations

If a child is in immediate danger or requires urgent medical assistance, the appropriate emergency service should be contacted immediately.

Safeguarding procedures should not delay action where there is an immediate threat to a child's safety.

23. Policy Review

This policy will be reviewed at least annually and sooner if:

- Legislation or safeguarding guidance changes.
- BLaw Training's services change significantly.
- A serious safeguarding incident occurs.

- An issue is identified through monitoring or review.
- New risks emerge.

All staff and coaches will be informed of significant changes to the policy.

24. Our Safeguarding Commitment

BLaw Training Ltd is committed to creating an environment where every young athlete can develop their basketball ability in a setting that is safe, respectful, inclusive and supportive.

We believe that safeguarding is not simply a policy or procedure. It is an ongoing responsibility shared by everyone involved in our organisation.

The welfare of every child comes first.

Key Contacts

Designated Safeguarding Lead:

Name: Lauren Lawmann - Managing Director, BLaw Training LTD

Email: blawtraining\@gmail.com

Deputy Safeguarding Lead:

Name: Benjamin Lawmann - Founder / Lead Coach

Email: blawtraining\@gmail.com

Emergency Services: 999

Local Authority Safeguarding Contact Hub: [0208 255 2888](tel:02082552888)

Email: mash\@croydon.gov.uk

Date Policy Approved: 23/08/2026

Next Review Date: August 2027

Approved By: Lauren Lawmann – Managing Director, BLaw Training Ltd