



## Safeguarding Policy

*Effective Date: 20<sup>th</sup> March 2025*

### 1. Introduction

Impact Fitness Academy CIC is committed to providing a safe, inclusive, and supportive environment for all participants, staff, volunteers, and visitors. Our safeguarding policy outlines our approach to protecting children, young people, and vulnerable adults from harm, abuse, and exploitation, ensuring that their welfare is prioritized in all aspects of our work.

### 2. Purpose

The purpose of this policy is to:

- Ensure the safety and well-being of all individuals involved in Impact's activities, particularly children, young people (ChYP), and vulnerable adults.
- Provide clear guidelines on recognizing, reporting, and responding to safeguarding concerns.
- Promote a culture of vigilance and accountability within the organization.

### 3. Scope

This policy applies to:

- All board members, staff, volunteers, contractors, and partners involved in Impact Fitness Academy's programs and activities.
- All participants, including children, young people, vulnerable adults, and their families.

### 4. Key Principles

- The safety and welfare of all participants are paramount.
- All individuals, regardless of age, gender, ability, ethnicity, religion, or sexual orientation, have the right to protection from harm.
- Safeguarding is everyone's responsibility.
- All concerns or suspicions of harm will be taken seriously and acted upon promptly and appropriately.

### 5. Roles and Responsibilities

- **Chair and Safeguarding Officer (Naseem Moghul):**
  - Oversee the implementation of safeguarding policies and procedures.
  - Act as the primary contact for safeguarding concerns and incidents.
  - Ensure compliance with relevant legislation and best practices.

- **Board Members and Staff:**
  - Attend safeguarding training and adhere to safeguarding procedures.
  - Promote a safe and supportive environment for all participants.
- **Volunteers and Coaches:**
  - Follow safeguarding guidelines during activities.
  - Report any concerns to the Safeguarding Officer.
- **Participants and Families:**
  - Report any safety concerns or inappropriate behavior to staff or volunteers.

## 6. Safeguarding Procedures

**6.1 Recognizing Abuse:** Abuse may include physical abuse, emotional abuse, sexual abuse, neglect, exploitation, or bullying. Staff and volunteers are trained to recognize signs of abuse and understand the importance of early intervention.

### 6.2 Reporting Concerns

- All safeguarding concerns should be reported to the Designated Safeguarding Lead (Naseem Moghul); or Operations Director (Sahara Mohammed), as soon as possible.
- If an immediate risk is identified, staff or volunteer should contact emergency services without delay.
- Concerns will be recorded in a Safeguarding Incident Report Form, maintaining confidentiality where appropriate.

### 6.3 Responding to Concerns

- The Safeguarding Officer will assess the concern and, if necessary, report it to external authorities (Birmingham Children's Trust Services; Local Safeguarding Children's Board; Police ).
- The welfare of the individual at risk will remain the primary focus of any response.

**6.4 Confidentiality and Data Protection** All safeguarding records will be securely stored and accessed only by authorized personnel. Confidentiality will be maintained unless disclosure is necessary to protect the individual or comply with legal obligations.

## 7. Training and Awareness

- All staff, volunteers, and board members will undergo safeguarding training appropriate to their roles.
- Regular training updates will be provided to ensure ongoing compliance and awareness of safeguarding best practices.

## 8. Safe Recruitment Practices

- All staff and volunteers working with children, young people, or vulnerable adults must undergo appropriate background checks, including Disclosure and Barring Service (DBS) checks.

- Recruitment processes will include safeguarding questions and assessments to ensure suitability.

## **9. Monitoring and Review**

- The Safeguarding Policy will be reviewed annually by the Board of Directors or sooner if required by changes in legislation or incidents.
- Feedback from staff, volunteers, and participants will inform policy updates and improvements.

## **Contact Information**

**Designated Safeguarding Lead/Officer:** Naseem Moghul

- **Email:** Info@Impactfitnessacademy.com
- **Phone:** 07837390233
- **Emergency Services:** 999 (UK)

**(Next review date: 20<sup>th</sup> March 2026)**

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