

## CrossFit Fierce Spirit Safeguarding Policy

### 1. Introduction

CrossFit Fierce Spirit is committed to providing a safe and supportive environment for all members, including children, young people, and vulnerable adults. This policy outlines our approach to safeguarding and protecting those who participate in our activities.

We recognise our responsibility to promote the welfare of all participants and take all reasonable steps to ensure their safety. This policy applies to all staff, coaches, volunteers, and members at CrossFit Fierce Spirit.

### 2. Policy Statement

- The welfare and safety of children and vulnerable adults are our highest priority.
- All children and vulnerable adults, regardless of age, disability, gender, race, religion, sexual orientation, or identity, have an equal right to protection from harm.
- We have a duty to safeguard and promote the well-being of our members, including taking action when necessary to protect them from abuse, neglect, or exploitation.
- We will work closely with parents, guardians, and external agencies to ensure a safe environment for all.

### 3. Roles and Responsibilities

#### 3.1 Designated Safeguarding Lead (DSL)

CrossFit Fierce Spirit has appointed Vicky Willis as the Designated Safeguarding Lead (DSL). Her responsibilities include:

- Taking primary responsibility for safeguarding within the gym.
- Acting as the main point of contact for any safeguarding concerns.
- Ensuring that all staff and volunteers are trained in safeguarding procedures.
- Reporting concerns to external safeguarding agencies where necessary.

#### 3.2 Staff and Coaches

All staff, coaches, and volunteers have a duty to:

- Promote a culture of safety and respect within the gym.
- Recognise and respond to signs of abuse or neglect.

- Follow the procedures outlined in this policy when reporting safeguarding concerns.
- Complete safeguarding training appropriate to their role.

#### 4. Safer Recruitment

To ensure the safety of our members, CrossFit Fierce Spirit will:

- Carry out DBS (Disclosure and Barring Service) checks on all staff and volunteers who work with children or vulnerable adults.
- Conduct thorough interviews and reference checks during the recruitment process.
- Provide safeguarding training as part of staff and volunteer inductions.

#### 5. Code of Conduct

All staff, coaches, and volunteers must adhere to the following safeguarding principles:

- Treat all members with dignity and respect.
- Never use physical punishment or inappropriate physical contact.
- Avoid being alone with a child or vulnerable adult where possible; always ensure activities are conducted in an open and observable environment.
- Use appropriate language and behaviour at all times.
- Report any concerns about inappropriate behaviour immediately.

#### 6. Recognising and Reporting Safeguarding Concerns

Safeguarding concerns may include:

- Physical, emotional, or sexual abuse.
- Neglect or failure to meet a child or vulnerable adult's basic needs.
- Bullying or cyberbullying.
- Radicalisation or exploitation.

#### Reporting Procedure

1. If a staff member, volunteer, or member has a safeguarding concern, they must report it to Vicky Willis (DSL) immediately.
2. The DSL will assess the concern and, if necessary, escalate it to the appropriate external agency (such as social services or the police).

3. All concerns and actions taken must be documented and stored securely.

## 7. Working with Children

When working with children, CrossFit Fierce Spirit will ensure:

- Parental consent is obtained before any child participates in gym activities.
- Children are supervised at all times by a responsible adult.
- Activities are age-appropriate and consider individual abilities and needs.

## 8. Online Safety and Social Media

- Staff and coaches must not communicate privately with children via social media or personal messaging apps.
- Any gym-related communication should take place through official channels and, where possible, involve parents or guardians.
- The sharing of images or videos of children on social media must only be done with written parental consent.

## 9. Responding to Allegations Against Staff or Volunteers

- If an allegation is made against a staff member or volunteer, it must be reported immediately to the DSL.
- The DSL will investigate the claim following legal guidelines and may involve external safeguarding agencies.
- Any staff member under investigation may be suspended while the matter is reviewed.

## 10. Policy Review

This policy will be reviewed annually to ensure it remains up to date and in line with safeguarding best practices. Any updates will be communicated to all staff, volunteers, and members.

## 11. Contact Information

- Designated Safeguarding Lead (DSL): Vicky Willis
- Contact Email: [Insert Contact]
- Local Safeguarding Authority: [Insert Contact]
- Emergency Services: 999 (for immediate danger)

By implementing this safeguarding policy, CrossFit Fierce Spirit aims to provide a safe, supportive, and inclusive environment for all members.