Let's Do More CIO Charity Number: 1211554

Safeguarding Children and Young People Policy July 2026

Policy Owner: Loran Lewis

Policy approved by: LDM Board of Trustees

Date Policy approved: 20th December 2024

Next Review Date: July 2029

Updated: 24/7/26

Table of Contents	Page Number
1. *Introduction*	1
2. *Our Statement*	2
3. *Our Policy*	2
4. *What we'll do*	3
5. *The Risks to Children*	3
6. *Trauma Informed Commitment*	4
7. *General Safeguarding*	5
8. *At events*	6
9. *Responding to Allegations or suspicions*	8
10. *Records and information*	13
11. *Staff Aftercare*	14
12. *Allegations involving LDM Staff*	14
13. *Complaints*	16
14. *Legal Framework*	16
15. *Monitoring*	16
16. *Guidance on Putting Safeguards in Place*	16
17. *Contact Details*	17

1. Introduction

Let's Do More (LDM) is a community sport organisation constituted to:

1. Promote community participation in healthy recreation in particular by the provision of facilities for the playing of basketball

2. Advance grassroots basketball in Leeds for the public benefit by the provision of [or assistance in the provision of] facilities and services for participation.

3. Act as a resource for young people up to the age of 19 living in Leeds, by providing advice, assistance, and programmes of physical, educational and other activities.

2. Our Statement

Our organisation acknowledges the duty of care to safeguard and promote the welfare of children and young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice from Basketball England, and Sport England requirements.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sport at LDM in a safe and child-centred environment
- are protected from abuse whilst participating in [the activity provided by the organisation] or outside of the activity.

We acknowledge that some children, including disabled children or those from minoritised communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

LDM has adopted this safeguarding children and young people policy and expects every adult working or helping at LDM to support it and comply with it. Consequently, this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of LDM.

Note: The terms 'child' and 'young person' describe any person under the age of 18. References to 'guardian' should be read as parents, carers or respective responsible adult for that child or young person inclusively.

3. Our Policy

This policy is intended to protect children and young people who receive any service from us, including those who are the children of adults who may receive services from us.

As an organisation we believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

This Policy sits alongside:

1. Staff Behaviour Code of Conduct
2. Children Behaviour Code of Conduct
3. Bullying Policy
4. Photography and Filming Policy
5. Social Media Policy
6. Whistleblowing Policy
7. Trauma Informed Policy

4. What we'll do

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of children and young people
- value, listen to and respect children ensure robust safeguarding arrangements and
- procedures are in operation
- adopt safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- provide effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently
- ensure appropriate action is taken in the event of all incidents or concerns, both lower level and concerns of abuse, and support provided to the individual(s) who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- record and store information securely, in line with data protection legislation and guidance (more information about this is available from the Information Commissioner's Office)
- prevent the employment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- appoint a nominated safeguarding lead for children and young people, a deputy and a lead trustee/board member for safeguarding develop and implement an effective online safety policy and related procedures
- share information about safeguarding and good practice with children and their guardians via leaflets, posters, group work and one-to-one discussions
- make sure that children, young people and their guardians know where to go for help if they have a concern

The policy and procedures will be widely promoted and are mandatory for everyone involved in LDM. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

For events associated with Basketball England we are also bound by their Safeguarding Regulations which can be found here Basketball England - The Home of Basketball in England

5. The Risks to Children

Sadly not every child grows up in a safe and happy environment and there are situations where children need protection including:

- Sexual abuse

- Grooming
- Physical and emotional abuse and neglect
- Domestic violence
- Bullying, cyber bullying, acts of violence and aggression within our schools and campuses
- Online abuse
- Self-harm
- Unsafe environments and activities
- Crime
- Exploitation

Universality of Protection

We recognise that:

- The welfare of the child is paramount
- All children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.
- Some children are more vulnerable to harm because of their circumstances, prior experiences, communication needs or level of dependency.
- Working with children, young people, their parents and/or guardians, carers or other agencies is essential to protecting their wellbeing.

Staff requiring a fuller understanding of abuse please refer to Section 2 which covers:

- Understanding abuse
- Types of abuse
- Indicators of abuse
- Additional vulnerabilities

Context

Safeguarding is not just a set of overzealous rules for those with no common sense, or for rare situations. They are important considerations to ensure that our players and staff feel safe at all times, in ways that may not be apparent to all.

6. Commitment to Becoming a Trauma Informed Organisation

LDM is committed to becoming a Trauma Informed Organisation and providing trauma informed sports coaching.

We base this on the evidence and research available (please see our Trauma Informed Policy or more information on this)

We recognise that young people engaging in our programmes can often experience trauma and adversity in their lives and that having access to a safe adult and being part of a sports team can be important protective factors.

As a result, we are embedding a trauma-informed approach into our coaching and organisational culture.

This ensures that every young person can feel safe, supported, and empowered to thrive both on and off the court, whatever their circumstances.

Becoming trauma informed involves:

- *Realising that trauma can affect individuals, groups and communities*
- *Recognising the signs, symptoms and widespread impact of trauma*
- *Resisting re-traumatisation*
- *Responding to prevent trauma, minimise its impact & create environments that help people recover*

(Developed by the Substance Abuse and Mental Health Services Administration (SAMHSA))

The principles we aim to adhere to include:

- Understanding and prioritising psychological and physical safety for all
- Recognising that children will always do well if they can, if they have been taught how to, and behavioural issues in children often have an underlying cause that they do not know how else to manage – until we create the conditions to support them to learn better
- Being able to recognise the signs that a child having a trauma response, and us responding appropriately for that child and all others present
- Adapting sessions to best support all children to learn better in a way that works for them, and involves teaching them to manage and recover from stress and pressure appropriately, whilst still being competitive
- Supporting our staff wellbeing so they are better able to do the above

Becoming Trauma Informed is an ongoing process, which we regularly monitor and review, including the use of an anonymous survey to get feedback on this.

7. General Safeguarding

Positions of trust

A position of trust involves a person in a position of authority over another person. There is a need to protect young people aged 16 and 17 who, despite reaching the age of consent for sexual activity, are considered to be vulnerable to sexual abuse and exploitation, in defined circumstances. This includes sexual activity and relationships with adults who hold a position of trust, responsibility or authority in relation to them and, as a result, have a considerable amount of power and influence in their lives.

It is against the law for someone in a position of trust to engage in sexual activity with a child in their care, even if that child is over the age of consent (16 or over). This law surrounding this was extended in 2022 to include Sports Coaches.

Coaches and everyone involved in supervising children should be careful to ensure that the appropriate boundaries remain in their working relationships between themselves and participants.

Staff Disclosure and barring checks

LDM offers the following activities for children:

- Sports Activities
- Workshops
- Mentoring

Our activities require all adult staff to undergo enhanced DBS checks under the Safeguarding Vulnerable Groups Act 2006, and be renewed every 3 years.

Additionally they will undergo Basketball England safeguarding training every 3 years, as well as ongoing inhouse training and awareness throughout the year.

All LDM Staff and volunteers are bound by the LDM Staff Behaviour Code of Conduct.

8. Safeguarding Children at Events / Activities

LDM run training and community sessions whereby all children in attendance are required to have registered, providing emergency contact details, any medical information we may need and whether there is consent to take photos.

Children under 12yo are expected to be accompanied by a responsible adult unless permission is given to leave them in our care.

We also expect all children to be registered on the app SPOND and we encourage all under 16yo SPOND profiles to have a guardian attached so that all events, attendance and any messages can be viewed by them.

It is the responsibility of all guardians to arrange safe travel to and from sessions and events (see late collection details below).

For team training LDM requires that all attendees must register their attendance via SPOND and if they cannot attend let us know. If they do not attend and have not done so LDM will reach out to check on the child via SPOND.

It is very important that LDM has accurate attendance records for all events.

During sessions LDM will ensure at least 2 Adults with Enhanced DBS are present to enable one adult to deal with any emergency while another adult supervises the children not directly affected by the emergency.

Before starting any event LDM will carry out a risk assessment and then take steps to minimise all risks to health and safety. Guardians and children will be made aware of any particular risks and of the steps to be taken to minimise those risks. LDM will keep a record of all risk assessments.

For open events (eg the LDM Annual Festival) whereby adults and children will be attending, all children under the age of 16yo will be the responsibility of their guardian, who can decide whether to attend with them (if over 12yo) or not. All under 12yo will be required to be accompanied by a responsible adult.

Late collection

Guardians should notify LDM as soon as possible if they will be late to collect their child so that we can arrange supervision until they arrive, unless the guardian arranges for another guardian to transport the child.

LDM will not be responsible for ensuring the child gets home.

If a guardian is delayed and LDM is not aware we will:

- Attempt to contact the child's guardian on their contact numbers
- Use the alternative contact name/number if possible
- Wait with the child at the sports facility, with other staff or guardians present if possible. If the child is not collected within 30 minutes of the end of the session, the staff member should speak to Kathryn or Loran to decide whether it is necessary to contact Children's Social Care, for example, where the staff member has not been able to make contact with a guardian
- Remind guardians of the policy relating to late collection

In cases of late collection, staff should not:

- Take the child home or to any other location without speaking to their guardians.
- Send the child home with another person without permission from a guardian
- Leave the child on their own
- Ask the child to wait in a vehicle or sport facility with you alone

Missing participants

LDM Staff are responsible for supervision of players in their session when a guardian is not present. If a player is found to be missing, the procedure below should be followed.

- Absence of child noticed, if not already aware, head coach to be notified.
- Ask other participants if they know where the child is, and search of immediate area if needed
- If player is not found within 20 minutes, guardian to be contacted and next steps discussed. If the child is under 12 also notify Kathryn or Loran.
- Incident to be logged on incident report form.
- Discussion with child and guardians about notifying staff if they leave.

Photographing or filming Children (see also our Photography and Filming Policy)

There are many reasons why it may not be safe for a child to be visible on social media so all photography of children under 18 at our events will be subject to guardians completing the photo consent section as part of the club registration.

Photographs of children are not to be taken or published without guardians/guardian's consent, whether taken by LDM or any other adult or child present. It can be good practise to check again before photos are taken, as sometimes situations change.

LDM Staff will be aware of any child who doesn't not have consent to be photographed or filmed, and ensure this is adhered to.

All adults agree to check consent with the children/ guardians or LDM, before being given permission to share; alternatively they will ensure all faces are covered.

LDM will monitor where children take photo's of each other to ensure safeguarding is adhered to, especially with regards to possible online abuse.

No photographs can be taken in the changing rooms, unless prior agreement is made for an official photographer to do so.

When game confirmations are sent we will notify the opposing team of any potential restrictions around filming, and also ask for consent information from them.

All photographs will be stored in compliance with the Data Protection Act 2018.

Managing Behaviour, Discipline and Acceptable Restraint

Adults supervising children at LDM events must never use any form of corporal punishment. If physical restraint is necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used —but for that purpose only.

Unacceptable behaviour at LDM events for unaccompanied children will generally be stopped by separating the children from each other and from the group. Those involved will be suitably supervised and returned as soon as possible to the care of their guardians.

Staff are required to contact either Loran or Kathryn to discuss if further action is required and document the incident.

Further action can include

- A plan to help the child learn
- Internal disciplinary action
- Speaking to the child's school, with guardians permission
- Contacting Social Services, or in extreme situations the police

LDM may apply a further disciplinary sanction; namely the banning of the child from one or more future events over the following 18 months. Any such sanction would be determined and applied by the following officer:

Loran Lewis CEO

A guardian who is aggrieved by this ban may appeal to LDM who will hear the views of all relevant persons. The decision of LDM is then final.

9. Responding to Allegations or Suspicions

Concerns can arise in various ways:

- Indicators of abuse noticed by a LDM Staff member
- Abuse witnessed by an LDM Staff member
- Disclosed to us by a child involving an external person
- Disclosed to us by someone within LDM who is not a staff member, ie another youth or a guardian

- Incidents involving an LDM Staff member

Each will be taken very seriously and investigated fully.

General aspects

The best safeguard is creating a safe space for the youth, to counterbalance any harm and enable them to tell us of any concerns.

It is not the responsibility of anyone working in LDM, in a paid or unpaid capacity, to decide whether child abuse has taken place. However there is a responsibility to act on any concerns witnessed or raised by reporting these to the appropriate person or the appropriate authorities.

If you have a concern please do not hesitate to raise this as soon as possible with:

Loran Lewis or Kathryn Hodgson

Who will assess the situation and advise next steps.

Procedures

It is acknowledged that the suggestion that a child has/is being abused can evoke strong emotions. It can be very difficult to hear suspicions or allegations, but it is important that concerns are acted on. There are different procedures set out for reporting concerns about behaviour within basketball, concerns outside of basketball and concerns involving an LDM Staff member.

When a staff member has concerns without direct disclosure

Any concerns, however minor, should be discussed with Kathryn, Loran or a Senior staff member present. These will be recorded so that any pattern can be spotted.

Low level concerns (see Section 2 for an expanded explanation)

eg changes in behaviour or appearance

Check in with player, then record the interaction by messaging Kathryn. This will then be recorded on a central spreadsheet.

Coaches will be expected to follow up on any non-attendance that is unexpected, and let Kathryn or Loran know if no response it received.

Higher level concern (see Section 2 for an expanded explanation)

Eg. significant changes in behaviour or appearance, or that continue,

Check in with player and consult Kathryn or Loran to decide what further action is needed, and by who.

We will discuss cases at team meeting's so that everyone is aware, & review ongoing actions

Concerns about suspected abuse:

Any suspicion that a child has been abused should be reported to the LDM Safeguarding Lead (Kathryn Hodgson), who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.

The LDM Safeguarding Lead will discuss the allegation with social services department who may involve the police and advise on who should approach the alleged abuser (or guardians if the alleged abuser is a child).

Unless it would endanger the child further the guardians of the child will be contacted as soon as possible following advice from the social services department.

If the LDM Safeguarding Lead is the subject of the suspicion/allegation, the report must be made to the appropriate Manager or in his/her absence the relevant external Child Protection Officer who will refer the allegation to Social Services.

In rare incidents calling Social Services or guardians may cause more harm and breach trust so we need to discuss and decide, using our knowledge of the youth to help assess risk. Certain things we will have no choice but to report and we will let the youth know in a Trauma Informed Way.

How to respond to a concern or allegation raised by a child

Allegations of non-recent abuse

Allegations of abuse may be made some time after the event, where such an allegation is made, the club must follow the reporting procedures because other children, either within or outside sport, may still be at risk from the person under consideration.

In all instances

• Stop and listen. It is often easier for them to disclose if we are alongside them, rather than looking at them.

• React calmly so as not to frighten or deter the child or person reporting the concern.

• Listen carefully and take what they say seriously.

• Keep the questioning to a minimum - you can ask clarifying open questions to gather important information that will assist you in assessing the immediate risk to a child. By using TED (Tell, Explain, Describe) questions you will not contaminate possible evidence. • Tell them they are not to blame and that they are right to tell.

• Reassure them and explain you have to share what they have said. Clarify what you will do next and who you will need to share this information with. This could include the police or statutory agencies, if you are concerned about their immediate safety, or LDM Safeguarding Lead or CEO.

• It is not for you to decide if abuse has taken place but to report the concerns.

• Write down everything said (in their words as far as possible) and what was done – accuracy and detail is important. Where appropriate, record on a body map the location of any bruises, cuts or abrasions. Use the LDM Safeguarding Form to do this.

• Be aware that medical or criminal evidence might be required.

• If someone is talking about non-recent abuse, act at all times as if you believe what they are saying is true.

Take action to immediately safeguard the child or children. This may include seeking medical attention, contacting Children's Social Care or the Police.

If immediate action is required call 999 before alerting Kathryn or Loran

Relevant numbers:

Leeds Duty Safeguarding Advice Line 0113 2224403

Leeds Duty Safeguarding Advice Line (out of hours) 0113 5350600

Expert advice can also be provided by the NSPCC Helpline on 0808 800 5000.

Actions to avoid

The person receiving the disclosure should not:

• Panic or allow their shock to show.

• Ask questions other than to clarify that you have enough information to act.

• Speculate or make assumptions.

• Make promises or agree to keep secrets.

• Make negative comments about the alleged abuser.

• Approach the alleged abuser.

• Discuss the allegations with anyone who does not have a need to know.

• Take sole responsibility.

• Delay in reporting the concerns.

It should be noted that not all young people are able to express themselves verbally. Communication difficulties may mean that it is hard for them to explain or be understood. Sometimes it is difficult to distinguish the signs of abuse from the symptoms of some disabilities or conditions, in relation to the nature of an individual's impairment. However, the welfare of the child is paramount and where there are concerns about the safety of a young person, record what has been observed in detail and follow the procedures to report these concerns.

Responding to Bullying (see also bullying policy)

We will not tolerate the bullying of children either by adults or by other children.

If any incident of child on-child bullying should arise at a LDM event, those involved will be separated immediately and the coach or a member of the LDM team will speak to both parties to facilitate a resolution and plan to ensure it is not repeated; and if appropriate the guardians of the children involved will be asked to deal with the matter.

The Team will review all incidents of child-on-child bullying and assess the likely future risk to children. If appropriate, the Team will consider banning a child from future events, but only in full accordance with the rules and procedures of LDM.

Where allegations are of adults bullying children similarly those involved will be separated immediately and the coach or a member of the LDM team will speak to the adult involved to make them aware of their behaviour and expectations to change, as well as consequences if they continue.

Responding to a concern/incident/disclosure of Child-on-Child Abuse

Child on child abuse may occur in our sports settings, on the way to or from our settings or out in the community. It is important that we take all allegations seriously, and the impact it may have on the team.

Consideration will be given to many aspects of the abuse and here are a few examples:

- Does it involve a single incident, or has it occurred over time?
- Is the behaviour problematic and concerning?
- Does it involve any overt elements of victimisation or discrimination, e.g. related to race, gender, sexual orientation, physical, emotional, or intellectual vulnerability?
- Is there any element of coercion or pre-planning?
- Does it involve a power imbalance between the young person/people allegedly responsible for the behaviour and the young person/people allegedly the subject of that power?
- Has there been a misuse of power?

It is also important that we:

- Ascertain if there were there any witnesses to the abuse
- Make notes and record all conversations securely with both young people spoken to as well as guardians/carers/other professionals, including any actions taken
- Treat all young people involved as being at potential risk - while the young person allegedly responsible for the abuse may pose a significant risk of harm to other young people, s/he may also have considerable unmet needs and be at risk of harm themselves
- Ensure that a safeguarding response is in place for both victim and alleged perpetrator. It is important that all understand that perpetrators also require help and support

Consideration should also be given to supporting young people who have witnessed child abuse of any kind. This is likely to be traumatic and support may be required. We will signpost to agencies and support services available where needed.

We will do all that we can to ensure both the victim and alleged perpetrator, and any witnesses, are not being bullied or harassed following this. Social media is likely to play a

part in the fall out from any incident and friends from either side could well harass the victim or alleged perpetrator online as well as face to face.

10. Records and information

Staff are required to complete the LDM Safeguarding Report Form as soon as possible after the event. It can be accessed here link

Information passed to Children's Social Care, or the Police must be as helpful and comprehensive as possible, hence the necessity for making a detailed record at the time of the disclosure/concern.

Information which may be required at the referrals stage:

Young person/complainant

- Name/age/gender/disabilities/ethnicity/address/details of guardians/agencies
- Already working with the family/relationship between them and the person under consideration

Person under consideration

- Name/date of birth/gender/address/position in sport and occupation etc
- Any other allegations/previous incidents
- If known, it is useful to advise statutory agencies about whether the person has their own children and when the person under consideration will next be at a club/event

Primary evidence

- Facts from the person making the allegation including dates/times/venue/witness details
- Records with dates, including any documents such as emails
- Has anyone else been informed or is anyone else already involved in the investigation?

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Where a child is considered to be at risk of harm, consent to share concerns with appropriate agencies is not required.

Calling Social Services or guardians may cause more harm and breach trust so we need to discuss and decide before taking action, using our knowledge of the youth to help assess risk. Certain things we will have no choice but to report and we will let the youth know in a Trauma Informed way.

Information should be handled and disseminated on a need-to-know basis only. This includes the following people:

- The LDM Safeguarding Lead
- The guardians of the person who is alleged to have been abused
- Person making the allegation
- Social services/police
- An LDM Director and relevant external Child Protection Officer

Information should be stored in a secure place with limited access to designated people, in line with data protection laws (e.g. that information is accurate, regularly updated, relevant and secure).

11. Staff Aftercare

We need to be aware of when safeguarding comes close to our own lived experience, and how that may affect our responses. Staff will be expected to debrief and not brush off when they have been involved in a safeguarding incident**.** This is for their wellbeing and so we can reflect and learn.

It is also modelling healthy coping for those we support.

If a child trusts us with a concern it is important we follow up with them, either by checking in and/ or by offering to refer any support may be appropriate for young people and others affected such as guardians and members of staff.

12. Allegations of abuse involving an LDM Staff Member

LDM will take very seriously any allegation of impropriety on the part of any member of their staff. Anyone who discovers anything amiss should get in touch immediately with the following:

Loran Lewis – CEO or Kathryn Hodgson – Safeguarding Lead

Who will assess and advise.

Responding to Allegations or Suspicions against staff

LDM will assure all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, breaching our safeguarding policy in any way.

Where there is a complaint against a coach, official or any member of staff (paid or unpaid) there may be three types of investigation:

1. a criminal investigation

2. a child protection investigation

3. a disciplinary or misconduct investigation.

The results of the police and child protection investigation may well influence and inform the disciplinary investigation, but all available information will be used to reach a decision.

Action if there are concerns

Concerns about poor practice:

If, following consideration, the allegation is clearly about poor practice; LDM CEO and their Safeguarding Lead will deal with it and decide if it is a misconduct issue or more training is required.

If the allegation is about poor practice by the LDM Safeguarding Lead, or if the matter has been handled inadequately and concerns remain, it should be reported to the relevant governing body. The governing body Child Protection Officer will decide how to deal with the allegation and whether to initiate disciplinary proceedings.

Concerns about suspected abuse:

Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the LDM Safeguarding Lead, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk.

The LDM Safeguarding Lead will refer the allegation to the local LADO (see below) and social services department who may involve the police.

The guardians or carers of the child will be contacted as soon as possible following advice from the social services department.

If the LDM Safeguarding Lead is the subject of the suspicion/allegation, the report must be made to the appropriate Manager or in his/her absence the relevant external Child Protection Officer who will refer the allegation to Social Services.

Local Authority Designated Officer (LADO)

The LADO works within Children's Services and will be involved in coordinating information sharing in cases in which it is alleged that a person who works with children (including as a volunteer) has:

• Behaved in a way that has harmed or may have harmed a child.

• Possibly committed a criminal offence against children or related to a child.

• Behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

Internal Enquiries and Suspension

LDM CEO will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.

Irrespective of the findings of the social services or police inquiries the LDM Disciplinary Committee will assess all individual cases to decide whether a member of staff or volunteer

can be reinstated and how this can be sensitively handled. This may be a difficult decision; particularly where there is insufficient evidence to uphold any action by the police. In such cases, the LDM Disciplinary Committee must reach a decision based upon the available information which could suggest that on a balance of probability, it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.

Concerning the subject of Allegations against staff outside of LDM Activities

If a person with a role in basketball is the subject of relevant allegations outside of the basketball environment, for example through their job as a teacher, we will be informed. This is to ensure that the welfare of young people remains the paramount concern. An individual may be suspended from their role in basketball whilst the investigation is conducted – this should be seen as a neutral act to protect all involved.

13. Complaints

Should anyone be unhappy with the way any safeguarding issue is handled by LDM they can raise their concerns with Basketball England Report a Safeguarding Concern - Basketball England or via safeguardingbasketball@basketballengland.co.uk

14. Legal Framework

This policy has been drawn up in accordance with the following:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- General Data Protection Regulation
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice - Guidance on the special educational needs and disability (SEND) system for children and young people aged 0 to 25, from1 September 2014
- Information sharing: advice for practitioners providing safeguarding services o Working together to safeguard children (2017)

15. Monitoring

This policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance

- as required by the local safeguarding partnership, UK Sport and/or home country sports councils and Basketball England as a result of any other significant change or event.

16. Guidance on Putting Safeguards in Place

NSPCC Child Protection in Sport Unit (CPSU):

Guidance on key roles, responsibilities, policies and procedures thecpsu.org.uk/help-advice/putting-safeguards-in-place

CPSU Self-Assessment Tool - Identify any gaps in your safeguarding practice by using the online Self-Assessment Tool

thecpsu.org.uk/resource-library/tools/self-assessment-tool

This policy was last reviewed on 24/7/26

Signed ……

Loran Lewis

CEO Let's Do More CIO

Charity Number: 1211554

17. Contact details

Our Safeguarding Lead	Kathryn Hodgson	+44 7939 591437	kathryn.hodgson@letsdomore.org.uk
Deputy Safeguarding Lead	Loran Lewis	+44 7939 591437	loran.lewis@letsdomore.org.uk

In a safeguarding emergency, where a child is at immediate risk of harm, call 999.

You can contact the NSPCC Helpline by calling 0808 800 5000, emailing help@NSPCC.org.uk or completing our report abuse online form.

Any child can call Childline on 0800 1111 or chat to them online.