Think Active Children & Young People Safeguarding Policy

Amendments made in October 2025

Policy updated October 2025

Control Sheet

Approvals

Think Active Advisory Board	24 October 2019

Next Scheduled Review dates

Review Date	
30 September 2020	Completed - Deputy SG lead changed
30 September 2021	Completed – no changes
30 September 2022	
30 September 2023	
30 September 2024	Completed – Lead and Deputy SG changed. Board champion changed.
30 September 2025	Completed

Designated Lead Officer
Kerry Luckett – Business Operations 07885 200 473
Deputy Designated Lead Officer
Bradley Jacques - Partnership Manager (CYP Lead) - 07548973053

Board Champion
Liam Hope

Key Compliance Dates

Disclosure and Barring Service Checks (DBS)	Now a requirement for all staff
Team member training	Annual review
Safeguarding Lead Training	Continuous learning with annual review
Board Member Training	Annual review

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Background

At Think Active, the Active Partnership for Coventry, Solihull, and Warwickshire, we harness the power of sport and physical activity to foster healthier and more prosperous futures for the next generation. Through our work, we aim to connect with individuals leading complex lives, promote well-being, and help build resilient communities by supporting effective systems and environments.

This safeguarding policy, alongside our annually reviewed Implementation Plan, outlines how Think Active will advocate for, promote, and integrate robust measures to protect children and young people. This policy sits alongside Think Active's Adult Safeguarding Policy. It sets forth clear standards that respect the rights, dignity, and self-worth of every young participant, ensuring that these principles are upheld throughout the delivery of our activities.

Sport and physical activity serve as transformative tools for individual development, promoting health, confidence, motivation, and well-being. Beyond personal growth, they also contribute to broader societal benefits such as regeneration, crime reduction, and social inclusion. The role of those who lead, coach, officiate, or volunteer in these activities is crucial, as they hold positions of significant influence. To protect the children and young people that our work encounters, it is essential that recruitment for these roles is handled with the utmost care. This also aligns with Think Active's Safer Recruitment Policy.

Unfortunately, abuse in various forms can occur within the contexts of sport and physical activity, and in some instances, trusted individuals have been convicted of such offenses. By adopting best practices, we can safeguard young people from harm while also reducing the risk of false allegations against sports and activity leaders and other responsible adults.

Additionally, those involved in the delivery of sport and physical activity are uniquely positioned to identify and act on concerns regarding the welfare of children, even outside of the sporting context. It is therefore essential that coaches, volunteers, and staff feel confident and competent in recognising signs of abuse and responding appropriately.

Think Active is dedicated to ensuring that the organisation and the wider partnership provide safe, inclusive, and supportive environments where all young people can thrive through sport and physical activity.

Our partnership represents the regions of Coventry, Solihull, and Warwickshire, and includes the following local authorities:

- Coventry City Council
- North Warwickshire Borough Council
- Nuneaton & Bedworth Borough Council
- Rugby Borough Council
- Solihull Metropolitan Borough Council
- Stratford-on-Avon District Council
- Warwick District Council

This partnership is supported by The National Lottery, Sport England, UK Coaching, the Youth Sport Trust, and the NSPCC Child Protection in Sport Unit. Together, we are committed to safeguarding the well-being of young people across the region.

Section 1: Introduction and Policy

1.1 Policy Statement

In alignment with the *Working Together to Safeguard Children* guidance (2018) and relevant legislation, including the Race Relations Act (1976), Sex Discrimination Act (1975), Children Act (1989 and 2004), and Disability Discrimination Act (1995), Think Active is committed to ensuring that every child and adult who participates in sport and physical activity in Coventry, Solihull, and Warwickshire does so in a safe, supportive, and protective environment, free from harm.

Think Active's is committed to promote the safety and welfare of children and young people engaged in sport and physical activities across the region. Our contribution to safeguarding includes:

- Meeting the standards outlined in the *Standards for Safeguarding and Protecting Children in Sport* (CPSU, 2002) and conducting annual self-assessments, with the development of an annual Implementation Plan.
- Demonstrating best safeguarding practices in all services, activities, and programmes involving children and young people delivered or contributed to by our team, volunteers, and partners.
- Collaborating with partners to establish consistent safeguarding standards for sport and physical activities across Coventry, Solihull, and Warwickshire.

- Ensuring that individuals and organisations funded or commissioned by Think Active address safeguarding requirements effectively.
- Leveraging our influence to advocate for safeguarding practices and principles across our wider partnership roles and relationships.

The Think Active Board of Trustees fully endorses these objectives, supporting the development of a partnership-wide safeguarding annual plan. A Safeguarding Champion from the Board of Trustees has been appointed to ensure accountability and leadership in this area. As of June 2024, Liam Hope, serves as the current Safeguarding Champion.

1.2 Principles

This policy is founded on the following principles:

- The welfare of young people (under 18, as defined by the Children Act 1989) and vulnerable adults is of paramount importance.
- All children, regardless of age, culture, disability, gender, language, racial background, religious beliefs, or sexual identity, have the right to be protected from abuse.
- It is the responsibility of safeguarding professionals to determine if abuse has occurred; however, it is everyone's responsibility to report any concerns.
- All incidents of suspected abuse or poor practice should be taken seriously and addressed swiftly and appropriately.
- Confidentiality must be upheld in accordance with the Data Protection Act (2018) and the Human Rights Act (1998).

1.3 Who is Responsible for Safeguarding?

Everyone involved in sport and physical activity, whether on a paid or voluntary basis, has a responsibility to ensure that interactions with children meet the highest professional standards.

This policy supports the implementation and development of safeguarding practices across Coventry, Solihull, and Warwickshire, as Think Active serves as a strategic leader for sport and physical activity in the region.

1.4 Who Does the Policy Apply To?

While individual partners may have their own safeguarding policies, these may not always align with the highest standards or reflect current legislation. In cases where multiple policies apply, Think Active can assist in determining the best course of action by applying a partnership policy.

This policy applies to:

- The Think Active team
- Volunteers recruited by Think Active
- Temporary colleagues working on behalf of Think Active

Partners of Think Active are encouraged to:

- Collaborate with Think Active and where appropriate, to adopt and adhere to the safeguarding standards set out in this policy.
- Implement best practices to create safe environments for children and young people.
- Ensure that everyone involved in the delivery of sport and physical activity is appropriately trained and qualified.
- Recognise safeguarding concerns at an organisation or systemic level and within organised activities and in the broader home or community context.
- Establish reporting mechanisms for suspected abuse or poor practice.
- Promote the rights, well-being, and dignity of children and young people.
- Encourage education and training opportunities to maintain safeguarding knowledge and skills.

1.5 Children's Services

Local authority Children's Services, working through Local Safeguarding Children Boards, have a statutory duty under the Children Act 2004 to ensure the welfare of children and collaborate with other agencies in line with national strategies such as *Every Child Matters* and *Working Together to Safeguard Children*. Across Coventry, Solihull, and Warwickshire, there are three Local Safeguarding Children Boards.

1.6 NSPCC & Child Protection in Sport Unit (CPSU)

The NSPCC provides a 24-hour helpline (0808 800 5000) for advice and support regarding child welfare concerns. Additionally, the Child Protection in Sport Unit (CPSU) supports sports organizations in developing and implementing effective safeguarding policies. Further information and resources are available at the CPSU website (www.thecpsu.org.uk).

1.7 Communication of the Policy

To ensure effective implementation, Think Active will communicate its commitment to safeguarding children and young people to all partners. This policy is openly available on the Think Active website and will be promoted to ensure clarity on how safeguarding is implemented and the processes for reporting concerns.

As part of the Think Active 'onboarding' and induction process, each member of the team will be asked to complete the latest iteration of the 'UK Coaching Safeguarding & Child Protection' Course. Which will offer colleagues the latest knowledge regarding safeguarding and is backed with insight from the NSPCC.

1.8 Implementation and Monitoring

Think Active will review its Safeguarding Policy and Procedures every two years or as required, following the Advanced Standards for Safeguarding and Protecting Children in Sport developed by the CPSU. The Think Active Safeguarding Board champion will receive quarterly updates from the safeguarding lead. A further report is also shared with the board of trustees as a standing agenda item on all Think Active board meetings.

Section 2: Promoting Good Practice with Young People

2.1 Introduction

Child abuse, particularly sexual abuse, can evoke strong emotions, which may cloud judgment. It is important to address such situations with a clear and objective mindset. Abuse can occur in many environments, including homes, schools, and sports settings. Coaches, instructors, officials, and volunteers are often in key positions to identify and report potential abuse.

2.2 Good Practice Guidelines

Think Active emphasises the importance of good practice for all individuals representing the organisation. All staff should exhibit exemplary conduct to ensure the well-being of young people and protect themselves from false allegations. The following are examples of good practice that should be followed:

- Always work in an open environment, avoiding private, unobserved situations.
- Treat all young people with respect and dignity, ensuring equality.
- Prioritise the welfare of children above other goals.
- Maintain appropriate professional boundaries with young participants.
- Foster relationships built on mutual trust, empowering young people to contribute to decision-making.
- Promote fun, enjoyment, and fair play.

2.3 Good Practice Principles (when designing, endorsing or commissioning activity)

- Always provide mutual support openly and with the consent of the young person.
- Ensure proper supervision ratios, especially in situations such as changing rooms or transport.
- Be an excellent role model, refraining from smoking, vaping, or consuming alcohol in the presence of young people.
- Offer positive, constructive feedback rather than negative criticism.
- Keep in mind the voice of the child to ensure you understand their lived experience in the design of activity.

2.4 Poor Practice to Avoid

- Avoid spending time alone with children.
- Avoid taking children to your home or engaging in unsanctioned physical or sexually provocative games.

2.5 Practices Never to be Sanctioned

The following should never be permitted:

- Inappropriate physical contact or language
- Engaging in personal tasks for children that they can do themselves
- Inviting a child to your home unsupervised

2.6 Code of Ethics and Conduct

All employees must adhere to Think Active's Code of Ethics and Conduct, which encourages a positive climate and identifies poor practices for disciplinary action.

3. Recognition of Poor Practice, Abuse, and Bullying

3.1 Introduction

Recognising potential or actual abuse can be challenging, even for professionals. While Think Active's team and volunteers, whether paid or unpaid, are not experts in child abuse, they hold a duty to act if they have any concerns about an individual's behaviour (whether that individual is an adult or another child) towards a young person.

Think Active encourages the team, volunteers, children, or young adults to report any concerns related to the welfare of a child or young person. In the first instance contact should be made with the Safeguarding Lead or Deputy Safeguarding Lead. If they are unavailable, then contact should be made with your line manager. If they are also unavailable, then your theme lead.

3.2 Poor Practice

Poor practice encompasses any actions that violate the Think Active *Code of Ethics and Conduct*, the *Policy and Procedures for Safeguarding and Protecting Children in Sport*, and any policies provided by the relevant local authority or organisation.

These are grounded in:

- **Rights:** The rights of the player, participant, parent, coach, and officials.
- **Responsibilities:** For the well-being of players, the integrity of the sport, professional conduct, and personal development.
- **Respect:** For other players, officials, coaches, and the rules of the game.

3.3 Abuse

Abuse can occur in any setting and can affect children, young people, and vulnerable adults. The impact of abuse can be long-lasting, potentially affecting an individual into adulthood. Abuse survivors may struggle to form healthy relationships, suffer from mental health issues, or even perpetuate abuse in the future.

3.4 Disabled Children

Research indicates that children and adults with disabilities face an increased risk of abuse due to factors such as prejudice, stereotyping, discrimination, isolation, and communication barriers that can hinder their ability to report abuse.

3.5 Race and Racism

Children from Black, Asian, and Minority Ethnic (BAME) communities may experience harassment, racial discrimination, and institutional racism throughout their lives. While racism is not a standalone category of abuse, it may be considered a form of emotional abuse within this safeguarding framework. Think Active is committed to promoting equal opportunities and fostering fair participation for all.

3.6 LGBTQ+ Children and Young People

Think Active recognises the importance of supporting LGBTQ+ young people. To create a safe and inclusive environment, the organisation should:

- Treat everyone with respect and uphold equal opportunities.
- Address homophobia and transphobia, just as it does with other forms of discrimination.
- Ensure anti-bullying policies include LGBTQ+ considerations and are clearly communicated.
- Promote inclusive imagery that reflects LGBTQ+ diversity.
- Avoid assumptions about a person's sexual orientation or gender identity.
- Ensure that mainstream services are accessible to all.
- Actively recruit a representative group of young people.
- Conduct sensitive monitoring of sexuality and gender identity.
- Provide staff with LGBTQ+ awareness training to understand the specific needs and vulnerabilities of LGBTQ+ youth.

3.7 Types of Abuse

Children can be subjected to various types of abuse, including:

Types of Abuse	Definition

Physical Abuse	• This describes when physical harm is inflicted upon a child, this may be via hitting, shaking or burning a child. ○ Additionally, this could also include making a child feel unwell, or making them believe they are unwell; commonly known as Munchausen
Sexual Abuse	• Sexual Abuse describes when a child is involved in sexual activities to satisfy another child or adult. ○ This can include when a child is groomed by an adult to gain their trust and exploit the young person.

	• Sexual Abuse in Sport and Physical Activity – This can occur in sports or activities where there is a need to use coaching techniques that involve touching participants. In this scenario, there is a chance that sexual abuse can occur unnoticed.
	  ○ Due to the nature of sporting environments and the power dynamics between coaches and their players, this can occur unreported.
	  ○ The use of social media (e.g., Messenger and WhatsApp) to convey messages to players can also be used to groom young people.

Neglect	• Neglect describes when the basic needs of the child are not met adequately. This can take form in many ways and can impact the child's development and their health. ○ Neglect may include not giving children enough food, or enough nutritious food, not having adequately or clean clothing, a dirty appearance, being left alone for long periods of time.
Emotional Abuse	• Emotional Abuse describes the emotional mistreatment of children; this is persistent and harms the children's emotional development. Emotional abuse is often verbal and can take the form of bullying (in-person) and cyber bullying (online).
	• Emotional Abuse in Sport – This can occur through constant criticism of young people, either through name-calling, racist or sexist abuse. This could also occur when unrealistically high expectations are placed on young people, or successes are downplayed and not celebrated.
Honour-Based Violence	• Honour-based violence is a crime or incident committed to protect or defend the 'honour' of a family or community. When this community believe someone has shamed their honour, they may punish her person for breaking their 'code'. ○ Therefore, this is often linked to culture and faith, as they have a distinct way of life. • Some examples of honour-based violence include forced marriage and Female Genital Mutilation.
Radicalisation (Prevent Duty)	• Radicalisation is where a child or young person is encouraged to believe extremist ideologies that undermine societal norms.
Child-Trafficking	• Involves the recruitment, exploitation and transport of children, against their will.
Bullying	• Bullying is another form of abuse, it can take form through physical contact, emotional abuse, verbal abuse, and sexual abuse. ○ Bullying can occur between children (known as peer-on-peer) or between an adult and a child. • Bullying is characterised by repeated and deliberate actions which cause harm to a young person.

Low(er) Level Concerns	• A lower-level concern is any behaviour by staff, volunteers or partners which is inconsistent with the staff code of conduct. It may not meet the threshold of harm but could indicate poor practice.
	• Lower-level concerns can often go unnoticed, but should always be reported, as these can be indicators of a more serious issue, which needs escalating.
	• Lower-level concerns can include:
	  ○ Showing favourites
	  ○ Being overly friendly towards children
	  ○ Humiliating children.

3.8 Indicators of Abuse

Signs that a child may be experiencing abuse include:

- Unexplained injuries or inconsistent explanations for injuries.
- Drastic changes in behaviour, such as becoming withdrawn or aggressive.
- Unexplained weight loss, hygiene issues, or general neglect.
- Inappropriate sexual behaviour for their age. Including drawings, language and actions.
- Fear of adults or difficulty forming relationships with peers.
- Emotional distress, such as suicidal thoughts or actions.

This list is not exhaustive, and the presence of any of these indicators does not conclusively mean abuse is occurring. It is the responsibility of Think Active employees to report concerns, not to investigate or determine whether abuse has occurred.

3.9 Signs of Bullying

Signs that a young person may be experiencing bullying include:

- Changes in behaviour, such as withdrawal, depression, or difficulty concentrating.
- Unexplained injuries or frequent loss of possessions.
- Drop in performance in school or sports.
- Physical complaints like headaches or stomach-aches.

If bullying is suspected, it is essential to act swiftly to protect the well-being of the child.

Section 4: Responding to Disclosure, Suspicions, and Allegations

4.1 Introduction

While false allegations of abuse are rare, if a young person indicates they are being abused or if any information arises suggesting a concern, it is your duty to act immediately. Individuals working in sport are often well-positioned to notice or receive information regarding the welfare of children and young people. Think Active holds the responsibility to respond to concerns, whether they relate to a child's home, family, community, or sporting environment.

4.2 Responding to Concerns of Possible Child Abuse (Home, Family, or Community)

The primary responsibility is to report concerns and relevant information to the police or the appropriate Children's Services in Coventry, Solihull, or Warwickshire. These statutory bodies are tasked with investigating and determining if a child is at risk of harm.

4.3 Actions to Take

To report a concern relating to a Child - click here.

4.4 Responding to a Disclosure

Actions to Take:

- React calmly so as not to frighten the individual.
- Take what the individual says seriously, recognising the difficulties inherent in interpreting what is said by someone who has a speech impediment and/or differences in language.
- Keep questions to a minimum to ensure clear and accurate understanding of what has been said.
- Reassure the individual but do not make promises of confidentiality which might not be feasible in light of subsequent disclosure and developments.
- Tell the individual that they are not to blame and that they are right to raise the concern.
- Make a full record of what has been said, heard and/or seen as soon as possible – using the Safeguarding Concern Form
- Follow the relevant flowchart as detailed above and contact your lead/deputy Safeguarding officer as soon as possible.

Actions to Avoid:

- Do not panic, express shock, or probe for more information.
- Avoid making assumptions, speculating, or approaching the alleged abuser.
- Refrain from making promises or agreeing to keep secrets.

4.5 Responding to Suspicions

Individuals involved in sport, whether in a paid or voluntary capacity, are not responsible for determining if abuse is occurring. However, there is a duty to report concerns so that statutory agencies can make inquiries and take appropriate actions.

4.6 Children's Services and Local Safeguarding Children Boards (LSCB)

Children's Services, through LSCBs, have a statutory duty to ensure the welfare of children. They collaborate with other agencies to investigate concerns. If action is needed outside of regular hours, the police will handle inquiries appropriately. In Coventry, Solihull, and Warwickshire, LSCBs operate to guide safeguarding procedures.

Local Authority/Service	Contact (telephone number/email/website)
Coventry	• **Coventry MASH (Multi-Agency Safeguarding Hub) - Mon-Fri (9-5).**

	○ Telephone: 024 7678 8555 ○ Email: mash@coventry.gov.uk ○ **Out of Hours**: 024 7683 2222 • **Safeguarding Children – Coventry City Council** • **Hate Crime Reporting** • **Coventry Safe to Talk** (Support for those who are victims of Domestic Violence or supporting someone who is a victim of Domestic Violence) • **Mind Coventry and Warwickshire** (Mental Health Support)
Solihull	• Solihull MASH (Multi-Agency Safeguarding Hub) – Mon-Thurs (08:45-17:20) Fri (08:45 – 16:30) ○ **0121 788 4300** ○ **0121 605 6060 – Out of hours telephone number.** • **Solihull Local Authority Designated Officer (LADO) – to report concerns or allegations about children and young people.** ○ **lado@solihull.gov.uk** - email address (make sure subject of the email is 'LADO referral) ○ **07795128638** • Safeguarding Solihull - Information for everyone on Safeguarding Children and Adults. • Solihull Council – Protecting children and young people from abuse • Hate Crime Reporting • Oasis Mental Health - Formerly Solihull Mind –for Mental Health concerns.
Warwickshire	• Warwickshire Family Connect (A service from W'shire Children's Service to report concerns about young people and children) ○ **01926 414144 – Lines open Mon-Thurs (08:30 – 17:30) Fri - (08:30-1700)** ○ 01926 886922 – Out of Hours Service • Warwickshire Local Authority Designated Officer (LADO) • 01926 745376 • Complete this form and send to: lado@warwickshire.gov.uk • Hate Crime Reporting • Mind Coventry and Warwickshire - For mental health concerns
National Organisations (Useful Contacts)	• Child Protection in Sport Unit (Support to improve safeguarding and child protection practices within sports organisations) - 0808 800 5000 OR help@NSPCC.org.uk • NSPCC (For concerns about children or advice and guidance) - 0808 800 5000 OR help@NSPCC.org.uk • Childline (Childline is a free, 24-hour service run by the NSPCC in the UK, providing support and advice to children and young people up to the age of 19). – 0800 1111

4.7 Sharing Concerns with Parents

In most situations, it is important to engage with parents or carers to clarify concerns. For instance, a child's withdrawal may be due to personal circumstances such as parental separation or bereavement.

4.8 When Not to Share Concerns with Parents

In cases where sharing concerns with parents may place the child at greater risk, or where the parent may be responsible for the abuse, advice should be sought from Children's Services before engaging with parents. Any suspicions, allegations, or incidents must be reported to a manager immediately.

4.9 Designated Officers

Business Operations is the designated Safeguarding Officer for Think Active, responsible for receiving reports of incidents, allegations, and suspicions. In their absence, the **Chief Executive** should be notified. It is the responsibility of these designated persons to contact Children's Services in Coventry, Solihull, or Warwickshire. In cases where concerns involve the designated person, reports should be made directly to statutory authorities or the police.

4.10 Expert Advice

If unsure how to proceed, advice can be obtained by contacting Children's Services or the NSPCC Helpline (0808 800 5000). The police also have trained child protection teams who can offer guidance and support.

4.11 Records and Information

When passing information to statutory agencies, ensure all details are thorough and accurate. This includes:

- Nature of the allegation.
- Description of any visible injuries.
- The child's account of events.
- Witness details.
- Dates, times, and other relevant information.

4.12 Allegations Against Colleagues or Volunteers

Any concerns or allegations involving staff or volunteers working under the Think Active banner must be taken seriously. Child abuse can occur in institutional settings, and such concerns must be reported immediately.

Types of Investigation:

- Criminal investigation.
- Child protection investigation.
- Disciplinary or misconduct investigation.

Actions if There Are Concerns:

- **Whistleblowing:** Any concerns about a colleague's conduct should be reported to the designated officer, using Think Active's Whistle Blowing Policy. - escalate beyond Think Active (e.g., to NSPCC Whistleblowing Helpline 0800 028 0285)
- **Poor Practice:** Allegations of poor practice should be dealt with under the employing body's misconduct procedures.
- **Suspected Abuse:** Any suspicion of abuse by Think Active team or volunteers must be reported to the designated officer, who will take steps to follow process to ensure the child's safety.

4.13 Action if Bullying is Suspected

All instances of bullying should be taken seriously. Victims should be encouraged to speak out, and investigations should be thorough. The designated officer will take action according to the host authority's bullying procedures.

4.14 Supporting the Victim

Actions should be taken to support victims of bullying, create an open environment, and investigate allegations. The designated officer will work with coaches and organisations to ensure the safety of the victim and address the behaviour of the bully.

4.15 Actions Towards the Bully

Coaches or persons in charge should engage with bullies to explain the consequences of their behaviour, involve their parents, and encourage changes in behaviour. Records of all actions taken should be kept, and support should be provided to both the victim and the bully.

Section 5 Reference and Guidance **(Links Checked September 2025)**

Here are UK guidelines and resources for a sport and physical activity charity regarding safeguarding policies:

1. **Transporting children or young people in your car**: CPSU Guidelines
2. **Photography**: Photography in Sport
3. **Supervising children's activities**: Supervision guidance
4. **Code of conduct for children**: Example code
5. **Code of conduct for staff/volunteers**: Staff guidance
6. **Code of conduct for parents**: Parental code
7. **Online Safety policy:** Online Safety & social media
8. **Managing challenging behaviour**: Managing behaviour
9. **Safeguarding elite athletes**: Elite safeguarding
10. **Inclusion of deaf and disabled children**: Inclusion guidance
11. Safeguarding LGBTQIA+ Young People in Sport Safeguarding LGBTQIA+ Young People in Sport

Section 6 Definitions

Term	Definition
Abuse & Neglect	Child abuse and neglect encompass various forms of maltreatment. These terms refer to both physical and sexual abuse, as well as situations where care standards fail to adequately support a child's health or development. Abuse or neglect can occur through direct harm or by failing to act to prevent harm.
Barred Person	An individual prohibited from engaging in regulated activities involving children.
Bullying	Bullying is characterised by intentional, harmful behaviour that is often repeated over time, making it difficult for victims to defend themselves. It manifests in various forms, primarily as physical, verbal, or emotional abuse. While not explicitly defined as abuse in "Working Together," bullying is clearly abusive and typically involves at least one or more of the recognised categories of abuse.
Child or Young Person	This term refers to anyone who has not yet reached their 18th birthday, or 19th birthday if they are disabled, in accordance with the Children Acts of 1989 and 2004.
Child Protection	The process of safeguarding individual children identified as suffering or likely to suffer significant harm from abuse or neglect.
CPSU	Child Protection in Sport Unit.
DBS	A Disclosure and Barring Service check, which involves searching multiple national databases to assess an individual's suitability for working with children.
LCPO	Lead Child Protection Officer for Think Active, covering the areas of Coventry, Solihull, and Warwickshire.
LSCB	Local Safeguarding Children Board.
NSPCC	National Society for the Prevention of Cruelty to Children.
NGB	National Governing Body.
Parent	In this document, the term 'parents' includes carers, guardians, or individuals with parental responsibilities.
Person of Concern	An individual whose reported or alleged behaviour raises concerns about the welfare of a child or children, regardless of whether this behaviour has led to a criminal conviction.
Poor Practice	Behaviours that violate the Code of Conduct concerning the rights of players, parents, coaches, officials, and responsibilities for the welfare of players, sport, coaching, and personal development, and respect for players, officials, and rules.
Safeguarding	The proactive process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they grow up in safe and effective care. This process aims to enhance children's life chances and facilitate their successful transition into adulthood.

Think Active	The Active Partnership for Coventry, Solihull, and Warwickshire. This central team, funded by Sport England, is responsible for leading partnership initiatives.
Vulnerable Adult	An individual aged 18 or older who may need community care services and is potentially unable to protect themselves from harm.
Wellbeing	The five key outcomes for children and young people's wellbeing, as established in "Every Child Matters," are: being healthy, staying safe, enjoying and achieving, making a positive contribution, and achieving economic wellbeing. The Children Act 2004 mandates local agencies to collaborate to enhance the wellbeing of children regarding these outcomes.
Working Together to Safeguard Children 2018	This government guidance outlines how organizations and individuals should cooperate to safeguard and promote the welfare of children. It provides legal requirements and clear expectations for actions to keep children safe and promote their welfare.
Young Person	**I**n this document, the terms 'children' and 'young people' are used interchangeably.

Section 7 Think Active's Code of Ethics and Conduct

Code of Ethics and Conduct for Adults Working with Children and Young People

At Think Active, we believe that sport and physical activity are vital for the development of children and young people, enhancing their skills and overall well-being. This development is achieved through:

- Identifying and meeting the diverse needs of all children and young people.
- Delivering a progressive program of safe, guided practice, evaluation, and competition.
- Fostering an environment that encourages ongoing participation and improvement.

Principles of Good Ethical Practice

All adults working with children and young people are expected to adhere to the following ethical principles:

- Respect: Honour the rights, dignity, and worth of every individual, ensuring equality in all sporting contexts.
- Safety First: Prioritise the well-being and safety of participants over performance and development.
- Compliance: Follow the guidelines established by relevant governing bodies and maintain appropriate insurance coverage.
- Trust-Based Relationships: Develop professional relationships built on mutual trust and respect with all participants.
- Avoid Conflicts of Interest: Do not exert undue influence for personal gain or reward.
- Encourage Responsibility: Guide participants in taking responsibility for their behaviour and development.
- Qualifications: Maintain up-to-date and nationally recognized qualifications relevant to your role.
- Age Appropriateness: Ensure activities are suitable for the age, maturity, experience, and ability of each participant.
- Clear Expectations: Clearly communicate expectations to participants and, when appropriate, to their parents or guardians.
- Collaboration: Work cooperatively with other professionals (coaches, officials, healthcare providers, etc.) for the benefit of the participant.
- Promote Positivity: Advocate for the positive aspects of sport, including fair play and integrity.
- Zero Tolerance for Violations: Never condone rule violations or the use of prohibited substances.
- Professional Conduct: Consistently exhibit high standards of behaviour and appearance.

Conduct Guidelines

When engaging with children and young people, you must:
Treat Everyone with Respect: Always show respect towards children and young people.
Model Good Conduct: Be an example of the behaviour you wish to promote.
Ensure Supervision: Whenever possible, have more than one adult present during activities, or ensure you are within sight or hearing of others.
Respect Privacy: Acknowledge the right of children and young people to personal privacy and encourage them to express their concerns.
Be Mindful of Perception: Understand that your actions may be misinterpreted, regardless of your intentions.
Exercise Caution: Be aware that physical contact may be misconstrued and approach sensitive discussions with care.
Report Concerns: Challenge unacceptable behaviour and promptly report any allegations or suspicions of abuse.

You Must Not:
Engage in inappropriate physical or verbal contact with children or young people.
Allow yourself to be involved in attention-seeking behaviour or make suggestive or derogatory remarks.
Jump to conclusions without verifying facts.
Minimise or exaggerate issues related to child abuse.
Show favouritism towards any individual.
Rely solely on your reputation for protection.
Assume, “It could never happen to me.”
Take unnecessary risks when common sense or policies suggest a more cautious approach.

Breaches of the Code

This Code of Ethics and Conduct is designed to safeguard the interests of children and young people. Any failure to adhere to these guidelines may result in a breach of trust.
Think Active takes non-compliance seriously. In the event of a breach, the following procedures will be enacted:

1. An incident report will be completed.
2. The report will be submitted to the designated Child Protection Officer at Think Active.
3. The Child Protection Officer will review the report and determine appropriate next steps, which may include notifying relevant agencies such as Children's Services, the Police, or the Designated Officer for Sports Governing Bodies.
4. Following the investigation, appropriate actions will be taken, which may involve disciplinary measures.