

Scramble Academy Harrogate Safeguarding Policy

Effective Date: 1 August 2026

Website: www.scrambleacademyharrogate.com

Email: info@scrambleacademyharrogate.com

This policy applies to all employees, coaches, volunteers and contractors working on behalf of Scramble Academy Harrogate. It should be read alongside the Academy's Terms & Conditions, Privacy Policy, Risk Assessment and Health & Safety procedures.

Purpose

- Protect the welfare of all children and young people attending the Academy.
- Provide staff and volunteers with clear safeguarding procedures.
- Promote a safe, respectful and inclusive training environment.

Our Commitment

- The welfare of every child is paramount.
- All children have the right to train in a safe environment free from abuse, neglect, bullying and discrimination.
- Safeguarding responsibilities are shared by all staff and volunteers.

Safe Coaching Practices

- Junior classes must be appropriately supervised at all times.
- Training must be age and ability appropriate.
- Children must never be left alone with a coach in a private area.
- Respect for training partners and immediate release on a tap are mandatory.

Staff Responsibilities

- Report all safeguarding concerns immediately to the Designated Safeguarding Officer (DSO).
- Never promise confidentiality where a child discloses abuse.
- Record concerns factually and accurately.
- Follow the Academy's safeguarding reporting procedures.

Recognising Concerns

- Staff should remain alert to signs of physical, emotional or sexual abuse, neglect, bullying, exploitation or radicalisation and report concerns without delay.

Responding to a Disclosure

- Stay calm and listen carefully.
- Reassure the child and explain that the information may need to be shared to keep them safe.

- Do not ask leading questions or investigate the allegation yourself.
- Record the disclosure using the child's own words and pass it immediately to the DSO.

Allegations Against Staff

- Any allegation against a member of staff or volunteer must be reported immediately to the DSO and managed in accordance with statutory safeguarding procedures.

Recruitment & Training

- Appropriate recruitment checks, including DBS checks where required, will be completed.
- Staff receive safeguarding training and regular updates.

Designated Safeguarding Officer

- Designated Safeguarding Officer (DSO): Fred Greenall
- Email: info@scrambleacademyharrogate.com
- Telephone: 07904 017785

Review

- This policy will be reviewed annually or sooner if legislation, guidance or Academy practices change.