



Safeguarding Policy

Policy Brief & Purpose

The purpose of this policy is to:

- Protect children and young people who encounter Calculated Performance from harm, including the children of adults using our services.
- Provide staff, players, contractors, volunteers, children, young people, and their families with clear principles guiding our approach to child protection and safeguarding.

Legal Framework

This policy has been developed in accordance with legislation, policy, and guidance designed to protect children in England. A summary of key legislation is available at nspcc.org.uk/learning.

We Recognise That:

- The welfare of children is paramount in all our work and in all decision-making.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an equal right to protection from all forms of harm or abuse.
- Some children may be additionally vulnerable due to previous experiences, levels of dependency, communication needs, or other circumstances.
- All coaches and contractors are individually responsible for following this policy as part of their contractual obligations. Safeguarding compliance is a condition of engagement, and failure to meet these standards may result in a review of the contractor's agreement.

Policy Objectives

Child Protection Lead:

- Hugh Ferguson – Director – Hugh@calculatedperformance.co.uk

Key Objectives:

- Implement child protection and safeguarding best practices through our policies, procedures, and code of conduct for staff, players, contractors, and volunteers.
- Provide effective management via guidance, safeguarding briefings, and continuing professional development (CPD) for all individuals delivering services.
- Recruit and select staff and contractors safely, including carrying out all necessary DBS checks and compliance checks during applications.
- Record, store, and use information professionally and securely, in line with data protection legislation and guidance.
- Use safeguarding procedures to share concerns and relevant information with appropriate agencies, while involving children, young people, parents, families, and carers where suitable.
- Manage allegations against staff, contractors, and volunteers appropriately, following established procedures.
- Maintain an anti-bullying environment, with policies and procedures to address any bullying incidents effectively.



- Ensure effective complaints and whistleblowing mechanisms are in place.
- Provide a safe physical environment for children, young people, staff, contractors, and volunteers, applying health and safety measures in accordance with law and regulatory guidance.
- Build a safeguarding culture where staff, contractors, volunteers, children, young people, and families treat each other with respect and feel confident raising concerns.

Alignment:

This policy aligns with The FA's Safeguarding Children Policy and other relevant sport-specific standards.

This version ensures:

1. Clear responsibility for **contractors** without implying employment control.
2. Structured headings for easier reference and compliance.
3. Language consistent with safeguarding best practice and IR35 self-employed obligations.

I can also create a **short contractor-specific safeguarding addendum** that reinforces their independent responsibilities, which is often recommended for IR35 compliance.

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 27/11/25.

Signed: H.Ferguson

Date: 27/11/25

