



Safeguarding and Child Protection Policy

SEASON X • 2026/2027

Document	Policy	Effective	September 2026
Owner	Black Ice Academy Directors	Review	September 2027

Black Ice Academy (BIA) is committed to safeguarding and promoting the welfare of every child and young person who takes part in our activities. The welfare of the child is paramount. This policy applies to directors, coaches, staff, volunteers and anyone acting on behalf of BIA.

Safeguarding contacts

Nominated safeguarding lead	Kathryn Thompson
Contact	info@blackicecheer.co.uk

If a child is in immediate danger, call 999. Safeguarding concerns must never be delayed because a director or safeguarding lead is unavailable.

Our safeguarding principles

- Children will be listened to, respected and taken seriously. Their wishes and feelings will be considered in decisions affecting them, according to their age and understanding.
- All children have an equal right to protection from harm. BIA will actively challenge discrimination and recognise that some children may face additional barriers to being heard or protected.
- Safeguarding is everyone's responsibility. Staff and volunteers must act on concerns; they must not investigate suspected abuse themselves.
- Information will be shared on a need-to-know basis where this is necessary to safeguard a child. Consent is not required where seeking it would place a child at risk or prejudice safeguarding action.
- BIA will maintain clear boundaries between professional and personal relationships with athletes.

Recognising and responding to concerns

A concern may arise from a disclosure, an injury or change in behaviour, child-on-child abuse, bullying, online activity, sexual harassment, neglect, exploitation, or information about an adult who works or volunteers with children.

1. If a child is in immediate danger or needs urgent medical help, call 999.
2. Listen calmly. Do not promise confidentiality, ask leading questions or press for more detail than is necessary to establish what is being said.
3. Record the concern as soon as possible, using the child's own words where possible. Record facts, date, time, place, people present and action taken. Sign/date the record.
4. Report the concern immediately to the safeguarding lead or a Director. If the concern is about that person, report it to the other Director or directly to the appropriate statutory agency.



5. The safeguarding lead will decide, without avoidable delay, whether to contact local authority children's social care, police, the Local Authority Designated Officer (LADO), Sport Cheer England or another relevant agency. BIA will not investigate before obtaining advice where doing so could compromise a statutory investigation.

Allegations about adults working with children

BIA distinguishes safeguarding allegations from complaints about service or poor practice. An allegation includes information that a person who works or volunteers with children may have harmed a child, committed a criminal offence against or related to a child, behaved in a way indicating a risk of harm, or behaved in a way indicating they may not be suitable to work with children.

Any such allegation must be reported immediately to a Director. The relevant LADO should be informed within one working day where the allegation threshold is met. BIA will follow LADO/police advice on information sharing, suspension or alternative duties, investigation and communication with the person concerned.

Safer recruitment and DBS checks

- Roles will be assessed individually for DBS eligibility and the correct level of check. BIA will not request a level of criminal record information it is not legally entitled to receive.
- From 1 September 2026, the previous supervision exemption from regulated activity with children no longer applies. Coaches, assistant coaches and volunteers who teach, train, instruct, care for or supervise children often enough may be in regulated activity even when supervised, and may therefore be eligible for an Enhanced DBS check with Children's Barred List check.
- Recruitment will include identity and role checks, relevant qualifications, references and safeguarding expectations appropriate to the role.
- Where the legal referral conditions are met, BIA will make any required referral to the Disclosure and Barring Service.

Good practice and safer working

- Use open, observable coaching environments wherever practicable and avoid unnecessary one-to-one situations.
- Do not use private/personal messaging or social-media relationships with children outside approved academy arrangements.
- Physical contact must be necessary, appropriate to cheerleading instruction or safety, and explained where practicable.
- No sexualised, humiliating, degrading, discriminatory or intimidating behaviour is acceptable.
- Transport, overnight stays, changing arrangements and trips must be risk assessed and managed in line with academy procedures and parental information/consent.
- Safeguarding records will be stored securely, separately from routine membership information where appropriate, with access restricted to those who need it.

Legal and guidance framework

This document should be read alongside Black Ice Academy's other safeguarding and safety procedures. It is aligned to the following legislation and guidance current at September 2026:

- Children Act 1989 and Children Act 2004
- Working Together to Safeguard Children 2026 (Department for Education)



- Safeguarding Vulnerable Groups Act 2006 and DBS regulated-activity guidance, including changes effective 1 September 2026
- UK GDPR and Data Protection Act 2018, as amended, including the Data (Use and Access) Act 2025
- Sport Cheer England safeguarding requirements and applicable local safeguarding partnership procedures

Approval and review

Approved by

Kathryn Thompson and Victoria Worley, Directors

Effective from

September 2026

Next scheduled review

September 2027

Earlier review

Following a serious incident, material legal/guidance change, or significant change to academy operations