



Child Protection Policy

Policy year	2026/27
Reviewed	September 2026
Approved by	Black Ice Academy Directors
Next review	September 2027

1. Purpose

This policy sets out BIA's child-protection response where there is a concern that a child may be suffering, or is at risk of suffering, harm. It sits beneath and should be read with BIA's Safeguarding and Child Protection Policy.

A child is anyone under 18. The welfare of the child is paramount. BIA will listen to children, take concerns seriously, act promptly, share information where necessary to protect a child, and work with statutory agencies.

2. Recognising concerns

- Concerns may arise from a disclosure, an injury or change in behaviour, information from another person, online activity, peer-on-peer behaviour, exploitation, neglect, discrimination, domestic abuse or concerns about an adult working with children.
- Staff and volunteers are not expected to investigate or prove abuse. Their role is to recognise, respond, record and report.

3. If a child discloses abuse or harm

1. Listen calmly and take the child seriously. Do not promise confidentiality.
2. Do not ask leading or unnecessary questions. Clarify only what is needed to understand the immediate concern.
3. Reassure the child that they were right to speak to someone and explain, in age-appropriate language, what will happen next.
4. Make an accurate written record as soon as possible, using the child's own words where practicable and distinguishing fact from opinion.
5. Report immediately to BIA's nominated safeguarding/child-protection lead. If that person is implicated, report to another Director and follow external reporting routes.
6. If a child is in immediate danger or needs urgent medical attention, call 999. Do not delay protective action while seeking internal approval.

4. Referral and information sharing

The safeguarding lead will consider the concern promptly and, where appropriate, contact children's social care, the police, the local authority designated officer (LADO) where the concern relates to an adult working with children, SportCheer England or another relevant body.

Consent is not always required to share information for safeguarding. BIA will share relevant, accurate and proportionate information with those who need it to protect a child and will record the reason for decisions.

5. Allegations concerning staff or volunteers

- Any allegation that an adult who works with children has harmed a child, may have committed a criminal offence against a child, poses a risk of harm, or may be unsuitable to work with children must be escalated immediately.
- BIA will not conduct an internal investigation that could compromise a police, children's social care or LADO process.
- Interim safeguarding measures may be taken without prejudging the outcome, including changes to duties or suspension where appropriate.
- Where legal criteria are met, BIA will make required referrals to the Disclosure and Barring Service and/or other relevant bodies.

6. Records and confidentiality

Child-protection records will be factual, dated, securely stored, access-controlled and kept separately from general coaching records where appropriate. Information will only be shared on a need-to-know basis, subject to safeguarding and legal requirements.

7. Key contacts

- BIA nominated safeguarding/child-protection lead: Kathryn Thompson.
- BIA Director: Victoria Worley.
- Emergency: 999.
- Non-emergency police: 101.
- Local authority children's social care / LADO: use the current contact details for the local authority in which the concern arises.
- NSPCC Helpline: 0800 800 5000.

Key references

This policy should be read alongside Black Ice Academy's other safeguarding, conduct, first aid, inclusion and complaints policies. It has been prepared with reference to:

- Children Act 1989 and Children Act 2004.
- Working Together to Safeguard Children 2026 (Department for Education).
- Information sharing advice for safeguarding practitioners.
- SportCheer England safeguarding policies and procedures.
- Protection of Freedoms Act 2012 and Safeguarding Vulnerable Groups Act 2006, as amended.

Legislation and guidance can change. Black Ice Academy will review this policy at least annually and sooner where law, statutory guidance, governing-body requirements or Academy practice changes.