

Safeguarding & Child Protection Policy

(In line with UK law and CIC requirements)

Organisation: Yuma Elite CIC

Date Adopted: 26/08/25

Review Date: 26/08/25

1. Purpose

Yuma Elite CIC is committed to ensuring the safety and wellbeing of all children, young people, and vulnerable adults who engage in our activities. We recognise our legal and moral duty to protect them from harm, abuse, and exploitation.

This policy is written in line with:

- Children Act 1989 & 2004
 - Working Together to Safeguard Children (2018, updated 2023)
 - Keeping Children Safe in Out-of-School Settings (DfE guidance)
 - Charity Commission Safeguarding Guidance
 - Local Safeguarding Children Partnership (Sheffield)
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2. Scope

This policy applies to all staff, volunteers, trustees, and anyone representing Yuma Elite CIC.

3. Principles

- The welfare of the child is paramount.
 - All children, regardless of age, gender, disability, race, religion, or background, have the right to protection.
 - Safeguarding is everyone's responsibility.
 - Concerns will be reported promptly and dealt with seriously.
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4. Roles & Responsibilities

- Designated Safeguarding Lead (DSL): [Zeshaan Hussain] – responsible for managing concerns, liaising with statutory services, and ensuring training.
Deputy DSL: [Zeshaan Hussain]
- All Staff & Volunteers: Must complete safeguarding induction, follow this policy, and immediately report concerns.

5. Safe Recruitment

- All staff and volunteers working with children must have an enhanced DBS check.
- References will be taken and verified.
- No individual will be left alone with children until checks are complete.

6. Code of Conduct for Staff & Volunteers

- Always act as a positive role model.
- Never engage in physical punishment, bullying, or inappropriate behaviour.
- Do not develop personal relationships with participants outside of Yuma Elite activities.
- Use social media responsibly and never contact children privately.

7. Recognising Abuse

Abuse can include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Signs may include unexplained injuries, sudden behavioural changes, fearfulness, withdrawal, or poor hygiene.

8. Responding to Concerns

- Listen carefully and reassure the child.
- Do not promise confidentiality.
- Record what has been said factually.
- Report immediately to the DSL (or Deputy if DSL unavailable).
- DSL will decide on next steps, including contacting Sheffield Safeguarding Hub or the Police if necessary.

Emergency: If a child is in immediate danger, dial 999.

9. Confidentiality & Information Sharing

- Information will only be shared on a “need to know” basis, in line with GDPR.
 - Records will be kept securely and separately from general files.
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10. Training

- DSL and Deputy DSL will complete accredited safeguarding training every 2 years.
 - All staff/volunteers will receive safeguarding induction and refresher training annually.
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11. Whistleblowing

Staff and volunteers are encouraged to report any concerns about unsafe practice or misconduct. Protection is provided under the Public Interest Disclosure Act 1998.

12. Monitoring & Review

This policy will be reviewed annually or sooner if legislation changes.

Approved by the Directors of Yuma Elite CIC

Signature: 

Date: 26/08/25

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