Policy name:	Safeguarding and protecting children policy

Approved by:	GB Boxing Board
Approval date:	June 2026
Version:	V2
Last amended date:	May 2026
Policy owner:	Safeguarding Lead
Policy contact:	safeguarding@gbboxing.org.uk
Distribution:	All Staff/Website/Boxers
Review date:	May 2026

Changes to the Policy if reviewed:
This policy has been reviewed to reflect current legislation and best practice. It has been updated to include new sections on: • Lower-level concerns • Increased vulnerability to abuse • Updated guidance on allegations involving a member of staff • Updated useful contacts Once approved by the Board this policy will be drafted into easy to read posters for children and young people.

File name:	

Contents:

Table of Contents

1.Introduction and scope 3
2. Safeguarding statement 4
3. Policy Principles 5
4. GB Boxing Roles and Responsibilities 6
5. Safeguarding Team 6
6. Policy Aims 7
7. Safer recruitment 7
8. Training 7
9. Code of conducts 8
10. Positions of trust 8
11. Types of abuse 9
12. Increased vulnerability to abuse 13
13. Indicators of abuse 14
14. Lower level concerns 15
15. Responding to concerns and allegations 16
16. Guidance on how to respond appropriatley to a disclosure of abuse: 16
17. Allegations of previous abuse 17
18. Recording information: 17
19.Confidentiality 19
20. Information sharing and retention 19
21. Whistleblowing 21
22. Responding to concerns within boxing 23
23. Responding to concerns outside of boxing 25
24. Case Management Group 26
25. Allegations about a member of staff 27
26. Dealing with a complaint 28

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

THE NATIONAL LOTTERY

27. Appeal procedure 29
28. Monitoring and evaluation 29
29. Support for Victim, accused and concern raiser 30
Appendix 1 - Definitions 31
Appendix 2. Reporting form 32
Appendix 3. Useful contacts 35
Appendix 4. Legislation, guidance and regulations 37
Appendix 5. Sport Integrity 38
Appendix 6. Good practice principles 39

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

1.Introduction and scope

GB Boxing (official company name British Amateur Boxing Association) is a sole purpose vehicle established in October 2008 to manage and deliver the World Class Performance Programme for boxing. Our role is to put in place everything that is needed to transform talented boxers into Olympic champions. This includes providing:

- The world's best coaching
- The world's best sport science and medical support
- A competition and training programme supporting the boxers' journey to success
- The best facilities in which boxers can flourish
- The best operational support designed to enhance the prospects of success

Our primary objective is to create an environment that enables the finest boxers from England, Scotland and Wales to maximise their ability and win medals at major international competitions and the Olympic Games. GB Boxing only works with athletes on the elite programme, we do not have a membership. GB Boxing is not involved in any club, community or home nation boxing activity.

GB Boxing is firmly committed to creating and maintaining safe, fun and positive environments for all children to take part in Boxing. All children are entitled to feel safe, be safe and protected from any form of abuse and neglect and have the right to take part in boxing in a safe, positive and enjoyable environment and to be given the chance to experience the feelings of enjoyment, challenge and achievement that are inherent to our sport. To ensure this, GB Boxing has developed this policy, which is supported by the safeguarding procedures and associated guidance.

This Safeguarding policy applies to all GB Boxing board, employees, athletes and volunteers who come into contact with children at any activity or event organised by or held under the authority of GB Boxing. As part of GB Boxing's commitment to best practice in the care of children, GB Boxing expects you to comply with the Policy and the regulations contained within it.

Throughout this document the term child is used to cover any individual under the age of 18.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

We encourage everyone involved in boxing to read the enclosed information and ensure they are aware of our policy, the relevant Boxing Home Nation policies and procedures and their content so that together we continue to build a safe environment for children.

2. Safeguarding statement

GB Boxing accepts our responsibility to meet our duty of care to all children and to safeguard their welfare. GB Boxing consider the safety and wellbeing of children as central to its values. All concerns about children must be acted upon and reported immediately. Where there are concerns and disclosures of abuse against children, we will prioritise the wellbeing of the child and act in accordance with all relevant UK legislation and guidance. Poor practice will be taken extremely seriously and viewed as a breach of our safeguarding policy.

GB Boxing recognises its legal and moral responsibilities to provide a safe and respectful environment for every child. We are committed to protecting all children and promoting their welfare, treating each individual with dignity and without discrimination of any kind, including on the basis of age, disability, gender reassignment, sexual orientation, racial or ethnic background, religious belief or sexual identity.

GB Boxing recognises its responsibilities both morally and legally under current legislation (including the Children Acts 1989, 2004; the Children and Social Work Act 2017; Children (Care and Justice) (Scotland) Act 2024, and in accordance with 'Working together to Safeguard Children' 2025 (HM Government).

Failure to comply with our Policy will be addressed without delay and where necessary, GB Boxing or the relevant Home Nation will take Safeguarding Disciplinary Action (as defined in the GB Boxing safeguarding disciplinary procedures which can be found on the GB Boxing website, www.gbboxing.org.uk and associated guidance) against anyone in breach of this Policy.

This Policy operates and is also to be read in conjunction with the following relevant policies and procedures:

GB Boxing Code of Conducts

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

GB Boxing Unacceptable Behaviour Policy
GB Boxing Adult Safeguarding Policy and procedures
GB Boxing Lower-level concern policy
GB Boxing Case Management Threshold
GB Boxing Safeguarding Complaints and Disciplinary Procedures
GB Boxing Equity Policy
GB Boxing Recruitment policy (Safe recruitment)
GB Boxing Whistleblowing policy

This policy is promoted on our website and included in all induction processes for staff, board, athletes and volunteers. It is reviewed every three years or sooner if there are any changes in legislation, governance guidance, or as a result of any other significant event or changes.

3. Policy Principles

- Safeguarding is everybody's responsibility
- The welfare of the child is paramount
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Safeguarding concerns are taken seriously, responded to swiftly and appropriate support provided to those involved
- We are committed to developing and implementing the highest standards of safeguarding across the sport working in partnership with the home nation governing bodies and other bodies in accordance with statutory guidance
- We strive to create a culture and environment where everyone is empowered to protect themselves and others and feel able to raise concerns

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

4. GB Boxing Roles and Responsibilities

The Board and Executive Team, specifically the CEO, have overall accountability for this Policy and its implementation.

The GB Boxing Safeguarding Team, led by the Lead Safeguarding Officer who reports to the CEO and Safeguarding Board Champion, has strategic and operational responsibility for safeguarding. This includes:

- raising safeguarding awareness and promoting safer working practices through the provision of training, policies and procedures supporting and advising the GB Boxing workforce on safeguarding matters
- developing, implementing and quality assuring safeguarding standards across GB Boxing
- responding to and investigating safeguarding concerns
- taking action against those who seek to harm children

Coaches, Staff and volunteers are responsible for upholding high standards of conduct and professionalism in accordance with GB Boxing's Code of Conducts

5. Safeguarding Team

GB Boxing has a Lead Safeguarding Officer and Assistant Safeguarding Officer who you can speak to if you have any concerns about poor practice or suspect that a child or adult may be being abused or is at risk. They can be contacted on:

Lead Safeguarding Officer – Laura Ross, Tel: 0114 223 5613, Email: safeguarding@gbboxing.org.uk

Assistant Safeguarding Officer – Lucy Musgrove, Tel: 07885 282138

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

In an emergency if the Safeguarding Officers cannot be contacted please call NSPCC on 0808 800 5000 or the Police by calling 999 or 112 from a mobile phone.

6. Policy Aims

The purpose of this policy is to:

- Protect children (anyone under the age of 18) from harm
- Provide the necessary information to enable board, staff, coaches and volunteers within GB Boxing to meet their safeguarding responsibilities
- Deliver good practice and high safeguarding standards
- Outline our commitment to safeguarding children

7. Safer recruitment

We are committed to ensuring that all employees (including contractors) and volunteers who work with children are appropriately qualified for that role. This means that we obtain references and verify the applicant's identity, qualifications, and work history. We also require our employees, coaches, sport science personnel, and safeguarding officers to undergo Criminal Records Checks through the Disclosure and Barring Service (DBS) or Protecting Vulnerable Groups (PVG) Scheme, and/or the equivalent Overseas Criminal Records Check before being allowed to work with children.

Please see GB Boxing recruitment policy for further details.

8. Training

GB Boxing will ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

to children and young people through its annual safeguarding training plan. GB Boxing educates its board, employees, athletes, coaches about the importance of safeguarding children and adults.

9. Code of conducts

All GB Boxing employees, coaches, chaperones, and athletes are expected to always act in the best interests of children and ensure that their safety, welfare and well-being is the primary consideration. They must adhere to their respective behaviours as set out in the GB Boxing Code of Conducts, as well as other safeguarding procedures or guidance that may be issued from time to time.

10. Positions of trust

A person aged 18 or older who holds a position of authority or responsibility over a child is in a position of trust. Positions of trust are not defined by a qualification or job title, but by reference to the activity which the adult is carrying out in relation to the child, namely, coaching, teaching, training, supervising or instructing (including as a volunteer) on a regular basis.

GB Boxing employees (including contractors) who are in a position of trust must be aware of the power imbalance they hold over children and not use this for personal advantage or gratification.

In June 2022, the Sexual Offences Act 2003 was changed to extend the abuse of position of trust offences to include where an adult is coaching, teaching, training, supervising or instructing a child under 18 years old within sport or religious settings. This means that under the Sexual Offences Act 2003, in England and Wales it is a criminal offence for a person in a position of trust to have a sexual or intimate relationship with a child under 18 years old, even if the relationship is deemed consensual. This means that any sexual activity (including online activity) between someone in a position of trust and a child under 18 years old will be formally reported as it may be a criminal offence.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

11. Types of abuse

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm.

It often takes place within a relationship of trust or responsibility and is an abuse of power or a breach of trust.

Abuse can happen to a child regardless of their age, gender, race or ability. Children may be abused by adults or by other children.

Children and young people can also be harmed through bullying behaviour and poor practice. Below are types of abuse that can take place:

Neglect: Ongoing failure to meet the basic needs of children. Neglect may involve failing to provide adequate food or shelter including exclusion from home or abandonment, failing to protect them from physical and emotional harm or danger or failing to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, basic emotional needs.

Emotional abuse: Any act or other treatment which is persistent and may cause emotional damage and undermine a child's sense of well-being. This includes persistent criticism, denigration or putting unrealistic expectations on children, isolation, verbal assault, humiliation, blaming, controlling, intimidation or use of threats.

Physical abuse: Physical abuse happens when a child is deliberately hurt, causing physical harm. It can involve hitting, kicking, shaking, throwing, poisoning, burning or suffocating. It's also physical abuse if a parent or carer makes up or causes the symptoms of illness in children. For example, they may give them medicine they don't need, making them unwell. This is known as fabricated or induced illness (FII).

Sexual abuse: Any act which involves forcing or enticing a child to take part in sexual activities. It doesn't necessarily involve violence and the child may not be aware that what is happening is abuse. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images,

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. Abusers may threaten to send sexually explicit images, video or copies of sexual conversations to the child's friends and family unless they take part in other sexual activity. Images or videos may continue to be shared long after the abuse has stopped.

Grooming: The process of developing a relationship with and the trust of a child, their family, and any other adults around the child, to commit sexual abuse or exploitation against them. Grooming can happen both online and in person.

Child sexual exploitation: A form of child sexual abuse. It occurs where an individual or groups of people take advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation can also take place through the use of technology.

Harmful sexual behaviour: Harmful sexual behaviour (HSB) is developmentally inappropriate sexual behaviour which is displayed by children and which may be harmful or abusive. It may also be referred to as sexually harmful behaviour or sexualised behaviour. HSB encompasses a range of behaviour, which can be displayed towards younger children, peers, older children or adults. It is harmful to the children who display it, as well as the people it is directed towards.

HSB can include:

- using sexually explicit words and phrases
- inappropriate touching
- using sexual violence or threats
- sexual activity with other children or adults

Sexual behaviour between children is considered harmful if one of the children is much older – particularly if there is more than two years' difference in age or if one of the children is pre-pubescent and the other isn't. However, a younger child can abuse an older child, particularly if they have power over them – for example, if the older child is disabled.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

Bullying: Repeated behaviour intended to intimidate or upset a child and/or make them feel uncomfortable or unsafe, for example, name calling, exclusion or isolation, spreading rumours, embarrassing someone in public or in front of their peers, threatening to cause harm, physically hurting someone or damaging their possessions.

Cyberbullying: The use of technology to harass, threaten, embarrass, humiliate, spread rumours or target another child.

Child trafficking: Child trafficking involves recruiting and moving children who are then exploited. Many children are trafficked into the UK from overseas, but children can also be trafficked from one part of the UK to another. Children may be trafficked for child sexual exploitation, benefit fraud, forced marriage, domestic servitude, forced labour, criminal exploitation and more.

County lines: The organised criminal distribution of drugs by gangs from the big cities into smaller towns and rural areas using children. Gangs recruit children through deception, intimidation, violence, debt bondage and/or grooming. County line gangs pose a significant threat to children upon whom they rely to conduct and/or facilitate such criminality.

Discriminatory abuse: Abuse or bullying because of discrimination occurs when motivated by a prejudice against certain people or groups of people. This may be because of an individual's ethnic origin, colour, nationality, race, religion or belief, gender, gender reassignment, sexual orientation or disability. Actions may include unfair or less favourable treatment, culturally insensitive comments, insults and 'banter'.

Domestic abuse: Domestic abuse is any type of controlling, coercive, threatening behaviour, violence or abuse between people who are, or who have been in a relationship, regardless of gender or sexuality. It can include physical, sexual, psychological, emotional or financial abuse.

Exposure to domestic abuse is child abuse. Children can be directly involved in incidents of domestic abuse or they may be harmed by seeing or hearing abuse happening. Children in homes where there is domestic abuse are also at risk of other types of abuse or neglect.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

Female genital mutilation: Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. The age at which FGM is carried out varies. It may be carried out when a child is new-born, during childhood or adolescence, just before marriage or during pregnancy. There are no medical reasons to carry out FGM.

Hazing: Rituals, initiation activities, actions or situations that occur with or without consent, which recklessly, intentionally or unintentionally endanger the physical or emotional well-being of vulnerable groups.

Honour-Based Violence: Honour-Based Violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of HBV are abuse.

Infatuations: Children may develop an infatuation with a person who works with them. Such situations should be handled sensitively to maintain the dignity and safety of all concerned. People who work with children should be aware, that in such circumstances, there is a high risk that words or actions may be misinterpreted and that allegations could be made against them. These people should therefore ensure that their own behaviour is above reproach. Situations where a child is infatuated should be raised at the earliest opportunity with the GB Boxing Safeguarding Team.

Peer-on-peer abuse: Children can be taken advantage of or harmed by their peers. Peer on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between individuals and within relationships (both intimate and nonintimate).

Radicalisation: The process by which a person comes to support terrorism and forms of extremism leading to terrorism. Anybody from any background can become radicalised. The grooming of children for the purposes of involvement in extremist activity is a serious safeguarding issue.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

12. Increased vulnerability to abuse

Vulnerability is a changeable and contextual state but may include children with a physical disability or diagnosed condition such as learning difficulties or mental health conditions such as severe anxiety or depression. Children in these groups may:

- Have smaller network of friends and peer group to support and protect
- Require intimate/physical and or invasive medical care required which can allow abuse to be hidden
- Have communication difficulties
- Be less able to resist inappropriate or abusive behaviour, either verbally or physically
- Be dependent on the abuser for a service or basic need
- Have medical conditions that are used to explain injuries

Personal circumstances away from GB Boxing activities such as domestic violence, poverty, substance abuse, homelessness and social exclusion may also have an impact on vulnerability. In addition, children from LGBTQ+ and/or Black, Asian and Other Minority Ethnic groups can:

- Be subjected to bullying, emotional abuse and physical abuse due to their sexual orientation or gender identity
- Experience racism and racist attitudes
- Engage in cultural practices, which are classed as abuse within the UK (e.g., honour based violence, female genital mutilation)
- Expect to be ignored by people in authority due to experience of institutionalised racism
- Be afraid of further abuse or racist abuse if they challenge others
- Be subjected to myths based on racial stereotyping
- Be using or learning English as a second language and therefore find it more difficult to communicate

Elite athletes may also be more vulnerable to abuse because they may:

- Have increased dependency on coaching and other support staff for funding, selection and progression

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Be segregated from protective factors such as their family and peer groups
- Feel less able to report concerning behaviour due to a fear of impacting their sporting development
- Be exposed to unhealthy cultures and competitive performance ideologies, where inappropriate practices may be accepted or even encouraged under the belief they deliver success
- Be subjected to intense training and pressure to play/succeed even when injured and achieve unrealistic image, body and weight expectations

13. Indicators of abuse

There are many signs and indicators that may suggest a child is being abused or neglected. The NSPCC has a comprehensive list of the types of abuse and their indicators at: www.nspcc.org.uk/ what-is-child-abuse/types-of-abuse.

Examples of signs and symptoms include but are not limited to:

- Unexplained change in behaviour
- Unexplained bruises or injuries
- Missing belongings or money
- Child is not attending/no longer enjoying their sessions
- Changes in weight
- Truancy
- Sexually explicit knowledge or behaviour
- Being withdrawn
- Genital pain, stomach pains, discomfort, pregnancy, incontinence, urinary infections, STDs.
- Dirty, ill-fitting clothes or a lack of appropriate clothing for the weather
- Self-harm.
- A fear of a particular group of people or individual.
- Lack of friends
- Lack or growth or development
- Low self-esteem

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

14. Lower level concerns

A low level concern (which can also be known as poor practice) is behaviour that falls short of abuse towards a child or adult and does not meet the allegation threshold or a referral to the Local Authority Designated Officer (LADO, England and Wales only), but which nevertheless harms or places a child at risk of harm or has a negative effect on their safety and/or well-being. An 'allegation' means that it is alleged that a person who works with children has:

- Behaved in a way that has harmed or may have harmed them
- Possibly committed a criminal offence against them
- Behaved towards a child in a way that indicates they may pose a risk of harm to them
- Have behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include an arrest for possession of a weapon.
- Have, as a parent or carer, become subject to child protection and safeguarding procedures

A low level concern is any concern, no matter how small, and even if no more than a 'nagging doubt', that an adult may have acted in a manner which:

- Is not consistent with behaviours set out in GB Boxing's Code of Conducts
- Relates to their conduct outside of work which, even if not linked to a particular act or omission, has caused a sense of unease about that adult's suitability to work with children.

Low level concerns are not acceptable and should be reported to the Safeguarding Team. It is critical that all low level concerns are referred to GB Boxing. Having one recipient of all such concerns should allow any potential patterns of concerning, problematic or inappropriate behaviour to be identified, and ensure that no information is potentially lost.

Upon receipt by GB Boxing Safeguarding Team, low level concerns will be triaged and managed through the GB Boxing lower level concern policy, which form part of the GB Boxing Safeguarding Complaints and Disciplinary procedures.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

15. Responding to concerns and allegations

It is not the responsibility of anyone working in GB Boxing in a paid or unpaid capacity to decide whether or not child abuse or poor practice has taken place. However, there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make enquiries and take necessary action to protect the young person.

It is recognised that strong emotions can be aroused particularly in cases of possible sexual abuse or where there is a misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgment about any action to take.

Two procedures are explained in this policy, one for reporting concerns within boxing and another for concerns outside of boxing. If unsure which applies, please contact the safeguarding team for advice.

16. Guidance on how to respond appropriatley to a disclosure of abuse:

You may become aware of possible abuse in various ways. You may see it happening, you may suspect it happening because of signs such as those listed in section 13 of this document, it may be reported to you by someone else or directly by the child affected.

If a child discloses that he or she has been abused or is at risk of abuse:

- Listen carefully and calmly to them
- Reassure them that they have done the right thing and what they have told you is very important
- Avoid questioning where possible, and never ask leading questions
- Do not promise confidentiality. Let them know that you will need to speak to the GB Boxing Safeguarding Team because it is in their best interest. If you intend to speak to the police or social care, you should let them know this too

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Report the safeguarding concern. In an emergency, call the police (999), otherwise talk to the GB Boxing Safeguarding Team as soon as possible. Do not seek to investigate it yourself or let doubt/personal bias prevent you from reporting the allegation.
- Record details of the disclosure as soon as possible (but not during the disclosure) and then submit the details to the GB Boxing Safeguarding Team via the reporting form available on the GB Boxing website.
- Ensure that the child's immediate needs are met and that the priority is their safety and protection from further risk of harm
- It is advisable to discuss safeguarding concerns with parents in the first instance except where this may place a child, or someone else, at increased risk. When unsure, seek advice from the GB Boxing Safeguarding team.

17. Allegations of previous abuse

Allegations of abuse may be made some time after the event (e.g., by a young person or an adult who were abused as young children but felt unable to say anything at the time). Where such an allegation is made, the GB Boxing must follow the reporting procedures because other children, either within or outside sport, may still be at risk from the alleged perpetrator.

18. Recording information:

To ensure that information is as helpful as possible, a detailed record should always be made at the time of the concern. In recording you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions. Please see GB Boxing incident referral form which can be downloaded from the safeguarding section of the GB Boxing website www.gbboxing.org.uk.

Where possible information should include the following:

- The child's name, age and date of birth

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

- The child's home address and telephone number
- Whether or not the person making the report is expressing their concern or someone else's

- The nature of the allegation, including dates, times and any other relevant information

- A description of any visible bruising or injury, location, size etc. Also, any indirect signs, such as behavioural changes

- Details of witnesses to the incidents

- The child's account, if it can be given, of what has happened and how any bruising/injuries occurred

- Have the parents been contacted? If so, what has been said?

- Has anyone else been consulted? Is so record details

- Has anyone been alleged to be the abuser?

All referrals should be made to the GB Boxing Safeguarding Team within 24 hours. However, where a child is at immediate risk of significant harm the Police or Children's Social Care should be contacted immediately. Obviously where a child needs urgent medical attention an ambulance should be called immediately.

Wherever possible, referrals telephoned to Children's Social Care should be confirmed in writing within 24 hours to the GB Boxing Safeguarding Team. A record should be made of the name and designation of the Children's Social Care member of staff or Police Officer to whom the concerns were passed, together with the time, date of the call and crime number, in case any follow up is needed. A copy of this information should be sent directly to the GB Boxing Safeguarding Team within 24 hours who will store it in a secure place.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

19.Confidentiality

All safeguarding concerns and allegations will be dealt with confidentiality by the GB Boxing Safeguarding Team on a need to know basis, not only to maintain the privacy of the individuals involved but also to ensure that evidence or any investigation is not compromised. All parties involved in a safeguarding concern or allegation should similarly ensure they maintain high levels of confidentiality.

There may be circumstances where an individual raising a safeguarding concern or allegation does not wish to be named. It is not possible for GB Boxing to assure anonymity, as in some circumstances individuals will need to be named (for example, where it is necessary in order to carry out a fair disciplinary process).

20. Information sharing and retention

Staff may have access to material to undertake their responsibilities that is confidential, including highly sensitive and private information about children. Information received is always to be treated in a discreet and confidential manner. Confidential information should never be:

- Used to your own or others' advantage (to include partners, friends, relatives or other organisations)
- Used to intimidate, humiliate or embarrass children.
- Used casually in conversation.
- Shared with anyone other than on a "need to know" basis In circumstances where the child's identity does not need to be disclosed, the information should be used anonymously.

Confidentiality should be maintained at all times. Information should be handled and disseminated on a need to know basis only. Need to know includes the following people but is not limited:

- GB Boxing Safeguarding Team, members of the GB Boxing Case Management Group , and relevant third parties e.g. legal advisors or external investigators.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Parents/guardians of the person who is alleged to have been abused (only following advice from Children's Social Care).

- Disclosure & Barring Service – must be informed of any concerns about someone in regulated activity who is suspended or expelled from the organisation.

- Children's Social Care or the Police.

- The alleged abuser (and parents/guardians if alleged abuser is a young person) only following advice from Children's Social Care.

We adhere to the UK Government information sharing advice for safeguarding practitioners and the '7 Golden Rules' of information sharing:

- Remember that the Data Protection Act 2018 and Data Use and Access Act 2025 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.

- Be open and honest with the individual (and/ or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so

- Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.

- Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk.

- Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely

- Keep a record of your decision and the reasons for it, whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose

Records

The information will be sensitive and confidential data and storage and processing will be in line with General Data Protection Regulations (GDPR), Data Protection Act 2018, the Data Use and Access Act 2025 and the GB Boxing data protection policy.

- Access to these files will be limited to GB Boxing Safeguarding Team, Case Management Group members where necessary and third-party organisations for investigation and or legal advice purposes where necessary.

- The files will be kept for a period of 75 years recommended by The independent Inquiry into Child Sexual Abuse (IICSA).

The files will be stored electronically and will be password protected at all times.

21. Whistleblowing

Whistleblowing is when someone reports wrongdoing on the basis that it is in the public interest for the wrongdoing to be brought to light. This can include:

- an organisation which doesn't have clear safeguarding procedures to follow
- concerns that aren't dealt with properly or may have been covered up
- a concern was raised but hasn't been acted upon
- being worried that repercussions are likely to arise if raising a safeguarding concern or allegation

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

This applies to incidents that happened in the past, are happening now, or may happen in the future. Please see GB Boxing Whistleblowing policy on our website for further information.

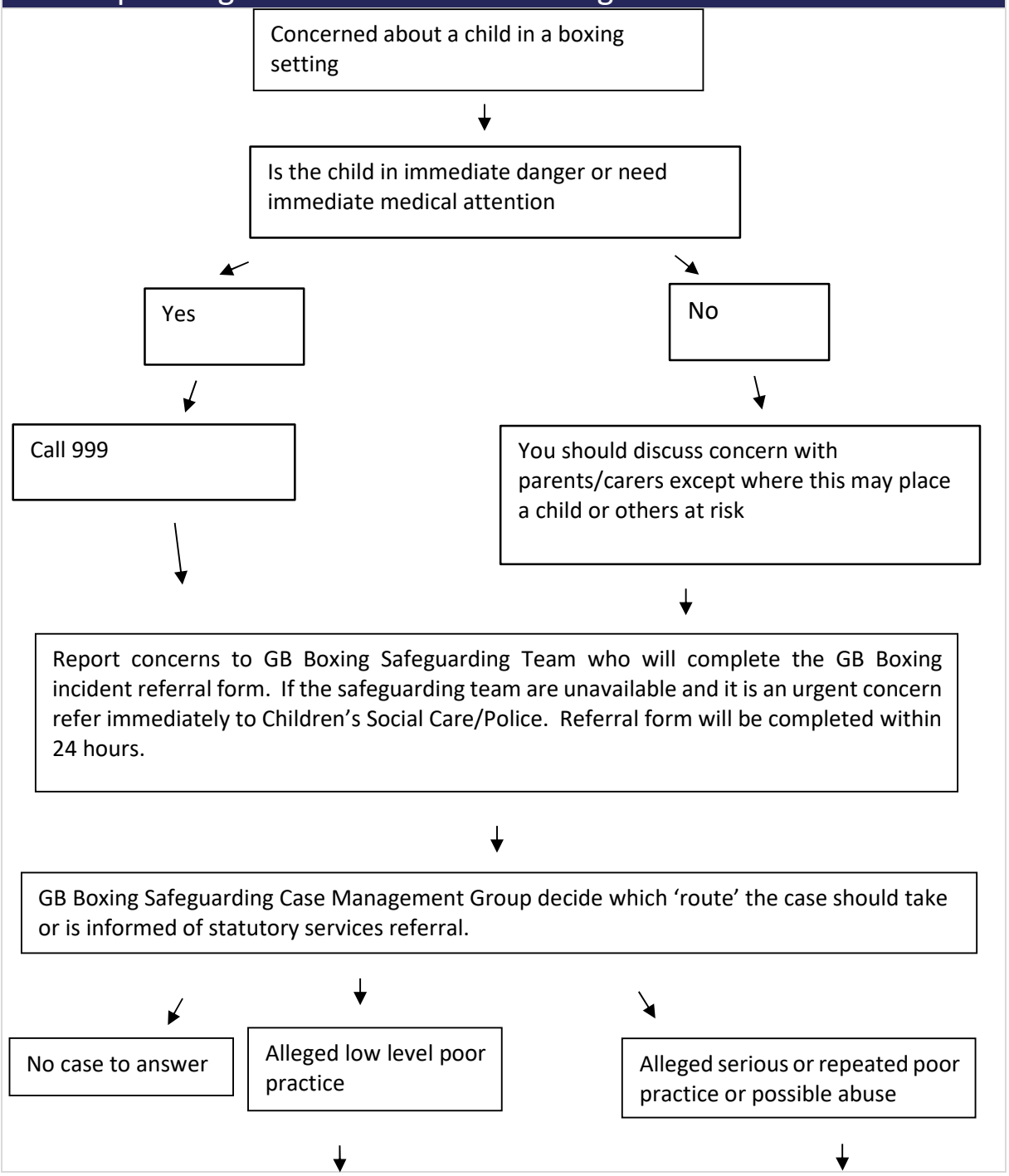
If the whistleblower does not wish to speak to someone within GB Boxing or the GB Boxing Safeguarding Team, the NSPCC Whistleblowing advice line can be contacted on 0800 028 0285 or by emailing help@nspcc.org.uk.

Athletes, staff and support personnel can also contact the Sport Integrity line as a funded programme by UK Sport. A referral can be made to sport integrity in the following ways:
Email – sportintegrity@sportresolutions.com
Tel – 0207 036 1966
Website – www.sportintegrity.com or www.sportresolutions.com/services/sport-integrity
Crimestoppers – 0800 085 8062

For full details on the sport integrity service please see appendix 5.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

22. Responding to concerns within boxing



English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

Alleged low level Poor Practice outcomes include:

- Referred back to GB Boxing with advice on process to be followed:
  - Complaints procedure
  - Disciplinary process
  - No further action
- More significant concerns emerge
- Complaint resolved with agreement between parties and agreed with home nation

Serious poor practice possible processes:

- Refer to the statutory services and or LADO. GB Boxing action dependent on statutory services investigation
- Information gathered from involved parties

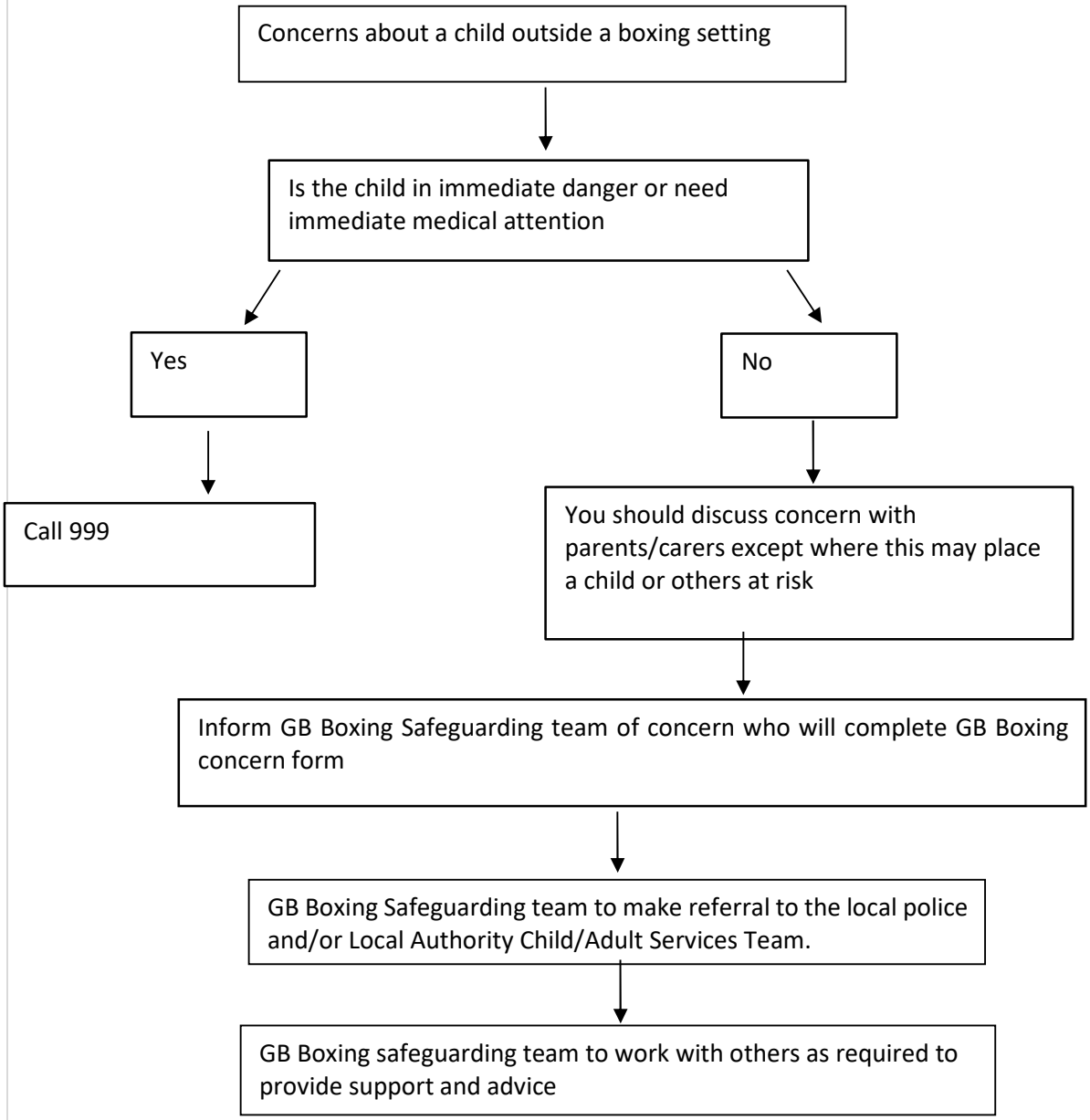
Possible outcomes (not an exhaustive list)

- No case to answer/no further action
- Disciplinary sanctions including but not limited to: warning as to future conduct, a fine, temporary/permanent suspension
- Training/mentoring
- Conditions placed on continued involvement in boxing
- Information shared/referred to others
- Referral to the independent safeguarding authority
- Statutory services investigation/criminal prosecution

Appeal

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

23. Responding to concerns outside of boxing



English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

24. Case Management Group

All cases of serious or repeated poor practice or suspected abuse will be managed by the GB Boxing Case Management Group (CMG). For concerns for an athlete's welfare if relating to mental health issues CMG would be supported by the GB Boxing Mental Health Steering group.

The GB Boxing CMG group comprises of a minimum of three people, with the exact membership determined by the nature of the case and availability of members. A CMG will be drawn from:

Chief Executive Officer
Lead Safeguarding Officer
Assistant Lead Safeguarding Officer
Home Nation Safeguarding Officer (depending on case)
Police/Social care/LADO
Legal advisor
External safeguarding advisor/practitioner/expert

Any additional persons may be called upon if the CMG feel their professional input is required.

The purpose of the CMG is to:

- Make decisions about at what level each case should be dealt with on the basis of actual or potential risk of harm to children.
- To make initial decisions about temporary suspension of staff/volunteers where the concerns warrant this.
- To decide at which point external agencies or other parties should be contacted.
- To advice internal staff/volunteers about how to manage cases including supporting the parties involved.
- To monitor and review progress on all cases and identify any trends emerging which may require a review of current policies and procedures and report to the Board.

Where a member of GB Boxing CMG or the Board has a formal connection or relationship with an individual or a risk featured in a serious concern, this is required to be

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

acknowledged and arrangements made for the case management group member or board member to play no part in the subsequent safeguarding or disciplinary procedures.

The GB Boxing Board may be provided with anonymised updates on cases which are being managed but cases should be confidential and only shared on a strict need to know basis.

All decisions made by the GB Boxing CMG will be made on the basis that the welfare of the child will be the paramount consideration.

25. Allegations about a member of staff

GB Boxing is committed to the safeguarding and promoting of the welfare of all children in the GB Boxing Programme and this includes the possible abuse or exploitation by its staff or volunteers.

Where the allegation is made about a member of staff or volunteer, this should be reported to the GB Boxing Lead Safeguarding Officer utilising the incident referral form. The Lead Safeguarding Officer will report directly to the local authority children's social care safeguarding manager or the police, if it is believed that a crime has been committed. This person will make the decisions about informing members of the child's parents or carers.

If the allegations are of a nature to suggest that a child is at risk of harm or abuse, then the volunteer or member of staff will be suspended without prejudice from duty pending the outcome of the investigation. Suspension is not a disciplinary procedure but is intended to allow time for proper enquiries to be made. It does not imply that the volunteer or staff member is guilty of the allegation or an offence.

Support and information will be provided for a volunteer or member of staff who has been suspended pending an investigation. There may be three strands in the consideration of an allegation: a police investigation of a possible crime offence; enquiries and assessment about whether a child is in need of protection or in need of services; and consideration by an employer of disciplinary action in respect of the employed individual.

The GB Boxing Lead Safeguarding Officer should be aware of the GB Boxing Disciplinary procedures and of the rights of the employee or volunteer, as well as the organisations

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

responsibility for the child or young person. Please see GB Boxing website for GB Boxing Safeguarding Complaints and Disciplinary Regulations.

All staff and volunteers should be aware of GB Boxing's whistle-blowing policy to enable them to share, in confidence with the Lead Safeguarding Officer, concerns they may have about a colleague's behaviour.

If a case is judged to be potentially serious poor practice or abuse, the CMG may decide to take the neutral act of temporarily suspending the individual pending further investigations. Where a statutory investigation is taking place, GB Boxing's investigations will be on hold pending the outcome of the statutory investigation in order to prevent any compromise of evidence or process.

Following a Children's Social Care or Police investigation, GB Boxing will have 28 days to assess the available information to decide whether the individual can be reinstated to their role in boxing. This may be a difficult decision; particularly where there is insufficient evidence for Police to act or obtain a conviction. In such cases the CMG or disciplinary panel must reach a decision based upon the available information. If the case is in-house poor practice the CMG may decide that an individual should undertake certain actions such as further training or completing a new DBS disclosure, with failure to comply resulting in suspension but this isn't an exhaustive list.

GB Boxing has a statutory duty to make a referral to DBS if a person in a position of trust is removed from regulated activity.

26. Dealing with a complaint

A complaint, allegation or matter relating to the safety and/or welfare of a young person or young people in boxing may be made to or drawn to the attention of GB Boxing by any person or organisation within or outside of the boxing.

Upon receipt of, or upon becoming aware of, a complaint, allegation or matter, GB Boxing's Safeguarding team shall decide (in consultation with the Case Management Panel if appropriate), whether to:

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

1. Refer the matter to the relevant statutory agency(ies) for further consideration (and/or to review the matter following consideration by a relevant statutory agency); or
2. Instigate an investigation under these regulations; or
3. Refer the matter to the National Safeguarding Panel (NSP) c/o Sport Resolutions (UK)
4. Refer the matter for resolution within the Home Nation organisation.
5. Where an individual has been charged with a criminal offence or is the subject of an investigation by the Police, Children's Social Care or any other public or other investigatory authority, in respect of conduct which is or may be grounds for disciplinary action under, the Lead Safeguarding Officer shall seek advice from the relevant agency as to whether or not GB Boxing shall postpone consideration of the matter under these regulations pending the outcome of any such proceedings/investigation, and as to whether or not in the meantime, an interim suspension should be imposed under these regulations.

For full safeguarding complaints and disciplinary guidelines including time scales please see [www.gbboxing.org.uk.](http://www.gbboxing.org.uk)

27. Appeal procedure

The appeals procedure is available to anyone under investigation as part of natural justice. Anyone wishing to appeal against decisions by the GB Boxing Case Management Group or disciplinary panel must do so in writing, to be received by GB Boxing within the specified period (usually 14 days unless stated differently) of the original decision being made. For full details please see GB Boxing Safeguarding complaints and disciplinary guidelines on the GB Boxing website, www.gbboxing.org.uk.

28. Monitoring and evaluation

To be concluded at the close of all cases to see if changes need to be made to policies/procedures or lessons can be learnt. All involved in a case are able to offer feedback so procedures can be continually improved.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

29. Support for Victim, accused and concern raiser

As part of the GB Boxing CMG process appropriate support will be considered for all of the parties involved in safeguarding concerns.

Support for victim

GB Boxing:

- Will take appropriate steps to ensure that the victim (and parents) is provided with appropriate professional support (e.g. help lines, support groups and the counselling directory including ChildLine https://www.childline.org.uk.

Support for Accused

GB Boxing:

- Where someone has been the subject of an allegation will ensure through the appropriate allegation, disciplinary and appeals procedures that the accused is offered appropriate support.

Support for person who raises the concern

GB Boxing:

- Acknowledges the difficulty in reporting concerns and will fully support and protect anyone who, in good faith (without malicious intent), reports his or her concern about a colleague's practice or concerns about the welfare of a child

GB Boxing has links to the following support networks to advice victims and the accused.

- NSPCC
- Children's social care

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Sport Resolutions
- Mind
- Samaritans

Appendix 1 - Definitions

Child: a person under the age of 18 years.

Adult: a person aged 18 years or older

Parent: birth parents, legal guardians and other adults who are in a parenting role.

Safeguarding: the action taken to promote the welfare of children and protect them from harm. This means protecting children from abuse and maltreatment, preventing harm to their health or development, ensuring they grow up with the provision of safe and effective care, and taking action to enable all children to have the best outcomes.

Child protection: the processes undertaken to protect children who have been identified as suffering, or being at risk of suffering, significant harm.

Prohibited conduct: engage, or attempt or threaten to engage, in conduct that directly or indirectly harms the physical and/or mental welfare and/or safety of one or more child; or pose a risk of harm to the physical and/or mental welfare and/or safety of one or more child.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

Appendix 2. Reporting form

Incident/Concern reporting form
Please complete this form asap and email to safeguarding@gbboxing.org.uk.

Name of person reported to	
Date reported	

Your information			
Name			
Address			
Contact number(s)			
Email			
Name of organisation		Your role	

Personal information – child / young person						
Name				Date of birth		
Gender[i]	Male ☐	Female ☐	Non-binary ☐	Prefer not to say ☐	Another description (please state) ☐	
Is there any information about the child that would be useful to consider?						

Contact information – parent / carer	
Name(s)	
Address	
Contact number(s)	
Email	

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

Have they been notified of this incident?	No ☐	Please explain why this decision has been taken
	Yes ☐	Please give details of what was said / actions agreed

Incident details*			
Date and time of incident			
Please tick one:	☐ I am reporting my own concerns.	☐ I am responding to concerns raised by someone else – please fill in their details:	
Name of person raising concern		Role within the sport/activity or relationship to the child	
Contact number(s)			
Email			
Details of the incident or concerns (Include information such as times, dates, description of any injuries and if any other parties were involved, and whether you are recording this incident as fact, opinion or hearsay. Also include any other relevant information known about the family's/child's circumstances.)			
Child's account of the incident			
Please provide any witness accounts of the incident			
Name of witness (and date of birth, if a child)		Role within the sport/activity or relationship to the child	
Address			

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

Contact number(s)			
Email			
Details of any person involved in this incident or alleged to have caused the incident / injury			
Name (and date of birth, if a child)		Role within the sport/activity or relationship to the child	
Address			
Contact number(s)			
Email			
Please provide details of action taken to date			

* Attach a separate sheet if more space is required (e.g. multiple witnesses)

Incident details (continued)			
Has the incident been reported to any external agencies? (eg. police, LADO, social services, NSPCC, etc)	☐ No	☐	Yes – please provide further details:
Name of organisation / agency			
Contact person			
Contact number(s)			
Email			
Agreed action or advice given			

Declaration	
Your signature	x
Print name	
Today's date	

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

Appendix 3. Useful contacts

NSPCC Child Protection Helpline – a free 24-hour service which provides counselling, information and advice to anyone concerned about a child at risk of abuse.
National Helpline 0808 800 5000
www.nspcc.org.uk

NSPCC textphone (for people who are deaf or hard of hearing):
Tel: 0800 056 0566 Email: help@nspcc.org.uk

NSPCC Asian child protection helpline: Tel 0800 096 7719

NSPCC Cymru/Wales child protection helpline: Tel 0808 100 2524

NSPCC Sport
Tel: 0116 366 5580
Email: cpsu@nspcc.org.uk

Alcoholics Anonymous
Free helpline for alcohol issues. 0800 9177 650 help@aamail.org www.alcoholicsanonymous.org.uk

Anger Management British Association of Anger Management (BAAM)
0845 130 0286 www.angermanage.co.uk

Beat
Provides support on all aspects of eating disorders. 0808 801 0677 (over 18s) help@beateatingdisorders.org.uk

Bipolar UK Support
To enable people affected by bipolar disorder/manic depression to take control of their lives. 0333 323 3880 info@bipolaruk.org www.bipolaruk.org.uk

ChildLine
ChildLine help anyone under 19 in the UK with any issue they are going through. 08001111 or you can email or live chat at: www.childline.org.uk/about/about-childline

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

Police and Social Services -Consult your local authority website

Respond
Tel: 0808 808 0700 – Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Galop
Emotional and practical support for LGBT people experiencing domestic violence. 0800 999 5428 help@galop.org.uk

Men's Advice Line
Information, support and advice to men experiencing domestic violence, offered by Respect. 0808 801 0327 info@mensadviceline.org.uk

Mind
Information, advice, guidance and support for people with mental health problems. 0300 123 3393 info@mind.org.uk

National Domestic Violence Helpline
Run in partnership between Women's Aid & Refuge. 0808 2000 247 NAPAC The National Association for People Abused in Childhood (NAPAC) offers support to adult survivors of all types of childhood abuse. 0808 801 0331 napac.org.uk

One in four
Specialising in working with survivors of childhood sexual abuse and sexual violence. Offers long-term 1-1 therapy. 0208 697 2112 admin@oneinfour.org.uk www.oneinfour.org.uk

Samaritans
Call 116 123 for free – Whatever you're going through, a Samaritan will face it with you. www.samaritans.org

The Survivors Trust
The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK 01788 550554 www.thesurvivorstrust.org

Talk to Frank

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

National organisation providing advice regarding drugs and substance abuse. On-line live chat service also available. 0300 123 6600 www.talktofrank.com

Appendix 4. Legislation, guidance and regulations

Our approach to safeguarding is based on the principles recognised within UK legislation as well as Government guidance. These include:

- Age of Legal Capacity Act 1991 (Scotland)
- Keeping Children Safe in Education 2026
- Care Act 2014
- Police Act 1997
- Children Act 1989
- Protection from Abuse Act 2001 (Scotland)
- Children Act 1995 (Scotland)
- Protection of Children Act 1999
- Children Act 2004
- Protection of Children and Prevention of Sexual Offences Act 2005 (Scotland)
- Children (Equal Protection from Assault) Act 2019 (Scotland)
- Protection of Freedoms Act 2012
- Children and Social Work Act 2017
- Protection of Vulnerable Groups (Scotland) Act 2007
- Children and Young People Act 2014 (Scotland)
- Rehabilitation of Offenders Act 1974
- Commissioner for Children and Young People Act 2003 (Scotland)
- Safeguarding Vulnerable Groups Act 2006
- Criminal Procedure (Scotland) Act 1995
- Sexual Offences (Amendment) Act 2000
- Data Protection Act 2018
- Sexual Offences Act 2009 (Scotland)
- Disclosure (Scotland) Act 2020
- Sexual Offences Act 2003
- Equality Act 2010
- Social Services and Well-being Act 2014 (Wales)

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- European Convention on Human Rights 1950
- The Age of Criminal Responsibility Act 2019 (Scotland)
- UK General Data Protection Regulations (UK GDPR) 2018
- United Nations Convention on the Rights of the Child 1989
- Getting It Right For Every Child (GIRFEC) (Scotland)
- Wales Safeguarding Procedures
- Human Rights Act 1998
- Working Together to Safeguard Children 2026
- Information Sharing Advice for Practitioners Providing Safeguarding Services 2024

Appendix 5. Sport Integrity

The following service is available to athletes, coaches and staff on Olympic and Paralympic high-performance programmes to raise concerns regarding any of the following issues with Sport Integrity:

- Bullying
- Harassment
- Discrimination
- Abuse (verbal and physical
- Sexual misconduct

This is a confidential reporting line and independent investigation service. A fully independent service, safe and confidential space to raise your concerns.

A referral can be made to Sport Integrity in a few different ways; via direct email, phone call, a report through Crimestoppers, or through the Relevant Body.

sportintegrity@sportresolutions.com
0207 036 1966
www.sportintegrity.com
www.sportresolutions.com/services/sport-integrity
Crimestoppers – 0800 085 8062

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

GB Boxing reserves the right to refer a matter to the Sport Integrity Service under the Rules of Procedure of that service. This may involve the commission of an independent investigation or disciplinary procedure into alleged grievances, or allegations of misconduct involving members of the GB Boxing World Class Programme:

1. athletes;
2. coaches
3. athlete support personnel
4. GB Boxing office staff

Appendix 6. Good practice principles

To provide children with the best possible experience and opportunities in boxing, it is imperative that everyone operates within an accepted ethical framework and demonstrates exemplary behaviour.

It is not always easy to distinguish poor practice from abuse. It is NOT the responsibility of employees or volunteers in GB Boxing to make judgements about whether or not abuse is taking place. It is however their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the child. Guidance of what to do if you are concerned about poor practice or possible abuse is provided in section 2.

The following principles should be adhered to by all employees, volunteers and athletes involved in GB Boxing:

- Ensure experience of boxing is fun and enjoyable: promoting fairness, confront and deal with bullying and never condone byelaws/technical regulation violations or the use of prohibited substances.

- Ensure all boxers are able to participate in an environment that is free from harassment, intimidation, victimisation, bullying and abuse.

- Be an excellent role model, do not drink alcohol or smoke when working with young people.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Respect the development stage of each child and place their welfare before winning or personal achievements. Ensure training and competition schedules are based on the needs and interests of the child, not the parents or coaches.

- Maintain a safe and appropriate distance from an athlete. It is against the law for an adult to have a sexual relationship with an Under 18.

- Avoid unnecessary physical contact with children. Where any form of manual/physical support is required it should be provided openly and with the consent of the child. Contact should be led by the child not the adult, for example when a child is distressed or celebrating a success.

- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).

- Request written parental consent if GB Boxing employees or volunteers are required to transport children in their cars. Never travel alone with a child.

- Ensure separate changing facilities are available for junior and senior athletes. Where supervision is required, involve parents wherever possible and ensure that adults work in pairs.

- Always ensure you seek medical support when necessary.

- Ensure the needs of the child are considered and met including their holistic needs.

- Communicate regularly with parents, involve them in decision-making and gain written consent for travel arrangements.

- Coaches will use up to date training techniques when dealing with a child.

- When athletes travel away from home, ensure the guidance of the travelling away guidance is followed. Ensure if mixed teams are taken away, they should always be accompanied by a male and female member of staff.

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

- Ensure that at away events adults should not enter a child's room or invite a child to their rooms. If issues arrive where entry is needed take guidance from the Travelling away from home policy.

Poor Practice

The following is deemed to constitute poor practice and should be avoided:

- Avoid spending excessive amounts of time alone with one child away from the others
- Avoid accepting social media friend request from children
- Avoid sharing personal contact details including mobile numbers, email address and social media handles with children
- Avoid taking children to your home
- Never engage in rough, physical or sexually provocative games
- Never share a room with a child
- Never allow or engage in any form of inappropriate touching
- Never make sexually suggestive comments to a child even if you believe it to be "banter"
- Never reduce a child to tears as a form of control
- Never allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Never do things of a personal nature for children that they can do for themselves
- Never condone bullying, rule violations or the use of prohibited substances

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489

If cases arise where these situations are unavoidable this must be reported to the Lead Safeguarding Officer using the incident reporting from. This form can be found on the safeguarding section of the website www.gbboxing.org.uk.

If you accidentally hurt a child, the child is acting in a distressed manner, the child appears to be sexually aroused by your actions or a child has misinterpreted/misunderstood something you have done you should report it immediately through the GB Boxing reporting procedure.

Physical contact in sport

Many sports, by their nature, require a degree of physical contact between adults and children. Physical contact can be used appropriately to instruct, encourage, protect or comfort. The aims of the guidelines relating to physical contact are to provide adults and children with appropriate types and contexts for touching.

- To develop or demonstrate sport skills/techniques by a suitably and appropriately trained and qualified coach or to meet the requirements of the particular sport
- To treat an injury by a suitably and appropriately trained and qualified medical practitioner
- For any other purpose involving the treatment, diagnosis or examination of the child by a suitably and appropriately trained and qualified individual
- Physical contact is appropriate in other circumstances, such as consoling a child who is upset or administering first aid. Always ensure that it is necessary and reasonable and takes place in a culture of openness
- Remember that interpretations of touching will be influenced by cultural differences, religious implications and by the age, sex, sexual orientation and physical status of you and the child
- Physical contact should be fully explained to the child and with the exception of an emergency permission must be sought
- Physical contact should not take place in secret or out of sight of others

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 e: info@gbboxing.org.uk
Company Registered in England 6582489
THE NATIONAL LOTTERY

English Institute of Sport, Coleridge Road, Sheffield S9 5DA
t: 0114 223 5693 f: 0114 223 5657 **e:** info@gbboxing.org.uk
Company Registered in England 6582489