

Safeguarding and Prevent Policy

Control & Move Fitness CIC

Purpose

This Safeguarding and Prevent Policy outlines our commitment to safeguarding the well-being of all participants, particularly children and vulnerable individuals, in accordance with current UK law. It aims to create a safe and inclusive environment, addressing various aspects of safeguarding, including online safety, discrimination, and the recognition of specific needs.

Scope

This policy applies to all staff, instructors, volunteers, and participants involved with Control & Move Fitness CIC. It covers all activities, both in-person and online, and ensures compliance with relevant legislation and best practices.

Policy Statement

Control & Move Fitness CIC is dedicated to promoting the welfare of all participants and protecting them from harm, abuse, and exploitation. We will take all reasonable steps to ensure a safe environment and respond effectively to safeguarding concerns.

Legal Framework

This policy is informed by key UK legislation and guidelines, including:

- **Children Act 1989 and 2004**
- **Safeguarding Vulnerable Groups Act 2006**
- **Children and Families Act 2014**
- **Working Together to Safeguard Children 2026**
- **The Prevent Duty (Counter-Terrorism and Security Act 2015)**
- **The Equality Act 2010**

Key Principles

- Welfare of the Child**: The welfare of the child is paramount in all decisions and actions.
- Prevention of Harm**: We will take proactive measures to prevent harm and promote the well-being of all participants.
- Inclusive Environment**: We are committed to fostering an inclusive environment that respects diversity and promotes equality.

Recognising and Responding to Specific Needs

1. **Babies and Young Children:**

- Staff will receive training in recognizing the specific needs of babies and young children, including attachment issues, developmental milestones, and the importance of nurturing environments.
- Careful supervision and tailored activities will be implemented to support their physical and emotional development.

2. **Domestic Abuse:**

- Staff will be trained to identify the signs of domestic abuse and understand its impact on children's well-being.
- We will provide appropriate support and make referrals to specialist services when needed, ensuring confidentiality and safety for affected individuals.

3. **Children Experiencing Harm:**

- We will maintain vigilance in recognizing indicators of harm, including physical, emotional, and sexual abuse.
- Any concerns will be reported immediately to the designated safeguarding lead (DSL), who will take appropriate action, including notifying local authorities if necessary.

4. **Inclusion of Children in Care:**

- We will actively support children in care by understanding their unique challenges and ensuring that our programmes are accessible and accommodating.
- Collaborations with social workers and care providers will ensure that the needs of these children are met within our services.

Online Safety

1. **Digital Safeguarding:**

- We will implement measures to protect participants from online harm, including cyberbullying, grooming, and exposure to inappropriate content.
- Staff will receive training on online safety and best practices for engaging with participants in virtual environments.

2. **Education on Online Risks:**

- Participants will receive education about online safety, including recognizing dangerous situations and maintaining privacy.
- We will encourage open discussions about their online experiences to foster a safe and supportive environment.

3. **Monitoring Online Interactions:**

- Any online platforms used for communication or training will be monitored to ensure safe interactions.
- Clear guidelines for online behaviour will be established and communicated to all participants.

Addressing Racism and Discrimination

1. **Zero Tolerance Policy:**

- Control & Move Fitness CIC has a zero-tolerance policy towards racism, discrimination, and harassment of any kind.
- We will provide training to staff and participants on diversity, inclusion, and the impact of discrimination.

2. **Reporting Mechanisms:**

- We will establish clear reporting mechanisms for individuals to raise concerns about discrimination or harassment.
- All reports will be taken seriously and investigated promptly.

3. **Promoting Diversity:**

- Our programmes will celebrate diversity and promote understanding among participants, nurturing a culture of respect and acceptance.

Links Between Online Harm and In-Person Experiences

1. **Understanding the Connection:**

- We recognize that online harm can have direct links to harm experienced in person.
- Staff will be trained to understand how online interactions can impact participants' mental and emotional well-being.

2. **Holistic Approach:**

- Our safeguarding strategy will take a holistic approach, addressing both online and offline risks to ensure comprehensive support for participants.

Responsibilities

1. **Designated Safeguarding Lead (DSL):**

- The DSL will oversee all safeguarding matters, ensuring compliance with this policy and liaising with external agencies when necessary.
- The DSL will also be responsible for staff training and maintaining accurate records of safeguarding concerns.

2. **Staff and Instructors:**

- All staff and instructors are required to adhere to this policy, report concerns immediately, and participate in safeguarding training.
- Staff will also be responsible for creating a supportive and inclusive environment for all participants.

3. **Participants:**

- Participants are encouraged to speak up about any concerns regarding their safety or the safety of others.
- Open communication will be fostered to ensure they feel comfortable reporting any issues.

Monitoring and Review

- This policy will be reviewed annually, or sooner if required by changes in legislation or best practices.
- Feedback from staff, participants, and stakeholders will be considered in the review process to ensure the policy remains effective and relevant.

Conclusion

Control & Move Fitness CIC is committed to safeguarding the welfare of all participants and promoting a safe, inclusive environment. Through this comprehensive Safeguarding and Prevent Policy, we aim to prevent harm and support the well-being of everyone involved in our programmes.

If you have any questions or require further information, please contact the designated safeguarding lead, Catherine Muckle on 07740170132

Date created 24.04.2026 Reviewal Date 24.10.2026