

# Tackle the Mindset Safeguarding Policy



## 1. Policy Statement

Tackle the Mindset is committed to safeguarding and promoting the welfare of all children and young people. We believe every child has the right to protection from harm, regardless of age, gender, race, ability, sexuality, or background. We take our duty of care seriously and ensure that safeguarding is embedded in all aspects of our rugby.

## 2. Purpose of the Policy

This policy outlines our commitment to:

- Protecting children and young people from harm, abuse, and neglect
- Ensuring all staff and volunteers understand their safeguarding responsibilities
- Providing clear procedures for identifying and reporting concerns

## 3. Scope

This policy applies to all staff, volunteers, and contractors working on behalf of Tackle the Mindset, including those delivering sessions in schools, clubs, and community settings.

## 4. Designated Safeguarding Lead (DSL)

Our DSL is Kyle Lund (Founder). He is responsible for:

- Acting as the first point of contact for safeguarding concerns
- Ensuring all concerns are recorded and acted upon appropriately
- Liaising with external agencies when necessary

## 5. Recognising Abuse

All staff and volunteers are trained to recognise signs of:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

## 6. Responding to Concerns

If a child discloses abuse or a concern arises:

- Listen carefully and reassure the child
- Do not promise confidentiality—explain you may need to share the information
- Record the concern factually and report it to the DSL immediately

## 7. Safer Recruitment

We follow safer recruitment practices, including:

- Enhanced DBS checks for all staff and volunteers
- Verification of identity and qualifications
- References from previous employers

## 8. Training and Awareness

All staff receive safeguarding training appropriate to their role. Training is refreshed annually, and updates are shared regularly.



## 9. Code of Conduct

Staff and volunteers must:

- Treat all children with respect
- Avoid being alone with a child where possible
- Never use physical punishment or inappropriate language
- Report any concerns or breaches of conduct immediately

## 10. Online Safety

We ensure that any digital communication with children is professional, transparent, and monitored. We do not engage with children via personal social media accounts.

## 11. Whistleblowing

We encourage a culture of openness. Any concerns about the behaviour of a colleague or safeguarding practices should be reported to the DSL or, if necessary, to the Local Authority Designated Officer (LADO).

## 12. Record Keeping

All safeguarding concerns are recorded securely and confidentially. Records are kept in line with data protection laws and shared only with relevant authorities.

## 13. Review and Monitoring

This policy is reviewed annually or following any significant safeguarding incident or change in legislation.

## 14. Contact Information

- DSL: Kyle Lund – [ktl@tacklethemindset.org](mailto:ktl@tacklethemindset.org)
- Local Authority Safeguarding Board
- NSPCC Helpline: 0808 800 5000