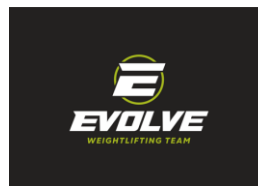


SAFEGUARDING RISK ASSESSMENT

The following risk assessment must be completed for all services/activities in contact with children and young people.

Manager: Mathew Williams	Assessed By: Mathew Williams
Task, Activity or Situation: Evolve S&C Club	Re-assessment date: 8/03/25

Risk = severity x likelihood	Severity of harm		
Likelihood of occurrence	(1) Slight <small>(All other injuries and illnesses)</small>	(2) Serious <small>(Over 3 day injury or serious illness)</small>	(3) Major <small>(Death or major injury)</small>
(1) Low <small>(Harm will seldom occur)</small>	Low (1)	Low (2)	Medium (3)
(2) Medium <small>(Harm likely to occur)</small>	Low (2)	Medium (4)	High (6)
(3) High <small>(Harm certain to occur)</small>	Medium (3)	High (6)	High (9)



Please ensure that you have assessed safeguarding risks with regard to:

1. Safe Recruitment (examples could include the following):

- DBS checks for all staff **and** Written references for all staff

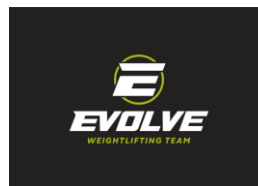
HAZARD	WHO MIGHT BE HARMED AND HOW?	EXISTING CONTROL MEASURES (and evidence to support)	RISK (severity x likelihood)	WHAT MORE NEEDS TO BE DONE TO CONTROL THE RISK?	BY WHOM?
<i>Exposure to unsuitable personnel</i>	<i>Young people</i>	<i>All staff who come into contact with young people have up to date relevant enhanced DBS checks.</i> <i>If any disclosure appears on the DBS checks appropriate risk assessment are undertaken to ensure suitability to work with young people.</i>	<i>1</i>	<i>Manager to have access to HR/Personnel records to ensure enhanced CRB checks are relevant and up-to-date, and that any disclosures have been risk assessed.</i> <i>All Managers to take advice from WW / NGPCC</i>	<i>Academy manager/ owner ongoing</i>

2. Induction and Training (examples could include the following):

- Staff awareness and understanding of the laws and guidance that is in place to protect and safeguard children and young people
- The provision of Time to Listen safeguarding course or protection of children in sport - online or physical.
- Staff are able to recognise the signs and symptoms of abuse and neglect
- Staff understand how to respond to suspected abuse or neglect

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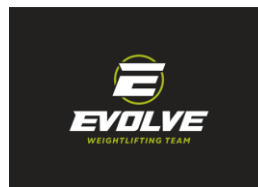
HAZARD	WHO MIGHT BE HARMED AND HOW?	EXISTING CONTROL MEASURES (and evidence to support)	RISK (severity x likelihood)	WHAT MORE NEEDS TO BE DONE TO CONTROL THE RISK?	BY WHOM? BY WHEN?
<i>Staff awareness of the laws and guidance in place to protect young people</i>	<i>Young people</i>	<i>All staff working with young people have access to Level 1 safeguarding and protecting children workshop or the Time to Listen safeguarding course or protection of children in sport</i>	<i>1</i>	<i>Ensure that the all Safeguarding policy's and procedures are available for all staff</i> <i>Ensure that records are kept of all staff who have attended training and that alerts are set for reminders for refresher training.</i>	<i>Records held at Academy head office</i>
<i>Staff not recognising the signs of abuse and neglect nor understanding how to respond to a young person</i>	<i>Young people</i>	<i>All staff working with young people have access to Level 1 safeguarding and protecting children workshop or the Time to Listen safeguarding course or protection of children in sport</i> <i>Following training all staff are aware that if they are unsure of how to respond to a young person they can contact WW or NGPCC for support and advice.</i> <i>In an emergency always contact emergency services and social services..</i>		<i>Ensure that records are kept of all staff who have attended training and that alerts are set for reminders for refresher training.</i>	<i>Academy manager/ owner</i>

3. Creating Safe Environments (examples could include the following)

- Adherence to Staff ratio's
- Risks presented by third parties

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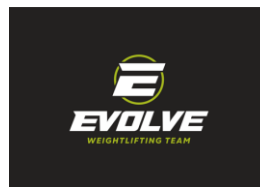


- Risks presented for children and young people by other children and young people

HAZARD	WHO MIGHT BE HARMED AND HOW?	EXISTING CONTROL MEASURES (and evidence to support)	RISK (severity x likelihood)	WHAT MORE NEEDS TO BE DONE TO CONTROL THE RISK?	BY WHOM? BY WHEN?
<i>Exposure to unsuitable third party personnel</i>	<i>Young people</i>	<p><i>Staff ratios are adhered to at all times.</i></p> <p><i>Under 18's are supervised at all times</i></p> <p><i>All young people are signed into the activity, by members of staff or their parents, and are signed out at the end, where appropriate.</i></p> <p><i>A buddying system operates which ensures that young people are not able to wander off alone.</i></p>	<i>1</i>	<i>Athletes are made aware of the Athletes Code of Conduct for the activity which covers not wandering off, not talking to strangers, what to do if they're worried about their friends, how to report any concerns they have, as well as the health and safety associated with the activity.</i>	<i>All staff/ coaches</i>

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<p>Young people at risk of abuse from other young people</p>	<p>Young people</p>	<p>Bullying policies are in place and adhered to.</p> <p>Staff ratios are adhered to at all times.</p> <p>Young people are supervised at all times where appropriate.</p> <p>Young people participating in activities are within a suitable age range band.</p>		<p>Bullying and other forms of abuse is covered in the Athlete's Code of Conduct</p> <p>Ensure staff are able to access training on bullying and have access to the bullying policy</p>	<p>All staff/ coaches</p>
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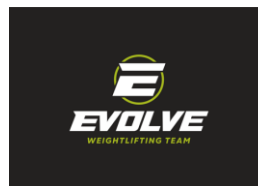
4. Ensuring Safe Practice (examples could include the following):

- Risk relating to lone working
- Staff awareness of situations where they are at risk of allegations against them

HAZARD	WHO MIGHT BE HARMED AND HOW?	EXISTING CONTROL MEASURES (and evidence to support)	RISK (severity x likelihood)	WHAT MORE NEEDS TO BE DONE TO CONTROL THE RISK?	BY WHOM? BY WHEN?
<p>False or malicious allegations against members of staff.</p>	<p>Employees/ coaches</p>	<p>All staff are aware of Lone Working with young people guidelines.</p> <p>All staff are aware of the Code of Ethics</p> <p>Staff must never be alone with any young person who is in the process of getting changed or is partially dressed.</p> <p>All staff are made aware of situations where</p>	<p>1</p>	<p>Staff aware of relevant policies and guidelines.</p> <p>Require staff to identify and where necessary evidence that they are aware of situations where they are at risk of allegations against them</p> <p>Include for staff / coaches, reference to the relevant procedures for dealing with</p>	<p>All staff/ coaches</p>

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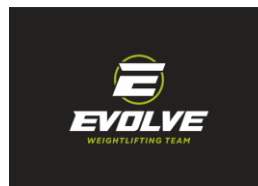
		<p><i>they are at risk of allegations against them during:</i></p> <ul style="list-style-type: none"> • <i>Induction</i> • <i>Safeguarding training</i> • <i>Pre-activity Briefings</i> • <i>Performance Reviews</i> <p><i>Staff ratios are adhered to at all times</i></p> <p><i>Manager is aware of correct procedures to deal with allegations of professional abuse against staff members. All allegations are reported immediately to the Child Care Assessment Team.</i></p> <p><i>Employees are aware that they are protected under the All Wales Child Protection Procedures.</i></p> <p><i>All staff are made aware of the procedures for dealing with allegations of professional abuse against staff, and their responsibility within that procedure.</i></p>		<p><i>allegations of professional abuse against staff</i></p> <p><i>Highlight to the relevant procedures for dealing with allegations of professional abuse against staff.</i></p>	
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5. Reporting incidences and allegations of Abuse (examples could include the following):

- Staff awareness of the processes in place to report suspected incidents and allegations of abuse against children
- Staff awareness of the processes in place to report allegations of professional abuse against staff
- Staff awareness of the Whistleblowing Policy

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HAZARD	WHO MIGHT BE HARMED AND HOW?	EXISTING CONTROL MEASURES (and evidence to support)	RISK (severity x likelihood)	WHAT MORE NEEDS TO BE DONE TO CONTROL THE RISK?	BY WHOM? BY WHEN?
<p><i>Staff do not report suspected incidents and allegations of abuse / professional abuse against young people</i></p>	<p><i>Young people</i></p>	<p><i>All staff working with young people are made aware of the processes in place to report suspected incidents and allegations of abuse / professional abuse against young people through:</i></p> <ul style="list-style-type: none"> <i>• Induction</i> <i>• Safeguarding Briefings</i> <i>• Staff meetings</i> <i>• Whistleblowing Policy</i> <i>• Performance Review</i> <p><i>In any scenario, all staff are aware that they must report suspected incidents and allegations of abuse against young people to the Welfare officer and WW and/or the police if the young person is in immediate danger.</i></p>	<p><i>1</i></p>	<p><i>A Manager attends the activity/event or is contactable at all times, to provide advice, guidance and support, which ensures that staff are able to report suspected incidents and allegations of abuse against young people.</i></p> <p><i>Ensure that all staff have confidence in and are comfortable with the whistleblowing code.</i></p> <p><i>Staff aware of the whistleblowing code</i></p>	<p><i>All staff/ coaches</i></p>

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