

# Esports Wales

## Safeguarding Policy Statement

**Status:** Board approved safeguarding policy

**Applies to:** All Directors, Members, Staff, Volunteers, Participants, Partners

**Owner:** Board of Directors

**Safeguarding Lead:** Board appointed Welfare & Safety Lead

**Review cycle:** Annual

**Next review due:** 12 months from adoption

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### 1. Our Commitment

1.1 **Esports Wales CIC** (“the Company”) is fully committed to **safeguarding and promoting the welfare of children, young people, and adults at risk** who engage with esports in Wales.

1.2 We believe that **everyone has the right to participate in esports in a safe, positive, inclusive, and respectful environment**, free from abuse, harm, neglect, discrimination, or exploitation.

1.3 Safeguarding is a **core responsibility of the Board of Directors** and is embedded across all levels of governance, delivery, and participation.

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### 2. Scope of the Policy

2.1 This Safeguarding Policy Statement applies to:

- children and young people (under 18)
- adults at risk
- players, coaches, officials, volunteers, and staff
- Board members and committee members

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- clubs, members, and affiliated organisations
- online, physical, and hybrid esports environments

2.2 This policy applies to **all activities delivered, sanctioned, or recognised by Esports Wales**, including:

- competitions and events
  - training and development programmes
  - schools and youth delivery
  - online platforms, streaming, and digital spaces
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### 3. Our Safeguarding Principles

Esports Wales is guided by the following safeguarding principles:

- **Welfare First** – the safety and wellbeing of individuals is paramount
  - **Prevention** – we will take proactive steps to reduce risk and harm
  - **Protection** – we will act quickly and appropriately when concerns arise
  - **Empowerment** – we encourage individuals to speak up and be heard
  - **Accountability** – safeguarding is everyone’s responsibility
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### 4. What We Are Safeguarding Against

4.1 Safeguarding concerns may include (but are not limited to):

- physical abuse
- emotional or psychological abuse
- sexual abuse or exploitation
- neglect



- bullying, harassment, or cyberbullying
- grooming (online or offline)
- discriminatory or hateful behaviour
- coercion, intimidation, or control

4.2 Esports Wales recognises the **unique risks associated with digital and online environments**, including:

- inappropriate online contact
  - misuse of communication platforms
  - exposure to harmful content
  - exploitation through gaming or streaming platforms
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## 5. Our Responsibilities

5.1 The Board of Directors:

- holds ultimate accountability for safeguarding
- appoints a **Board-level Welfare & Safety Lead**
- ensures appropriate safeguarding policies, procedures, and resources are in place

5.2 Esports Wales will:

- create and maintain clear safeguarding policies and procedures
- promote safer recruitment and training
- provide clear reporting routes for concerns
- respond promptly and appropriately to safeguarding concerns
- work with statutory agencies where required



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## 6. Speaking Up & Reporting Concerns

6.1 Anyone who has a safeguarding concern is **encouraged and supported to report it**.

6.2 Safeguarding concerns may be raised:

- to the designated Safeguarding Lead
- via the published safeguarding contact details
- directly to statutory services where there is immediate risk

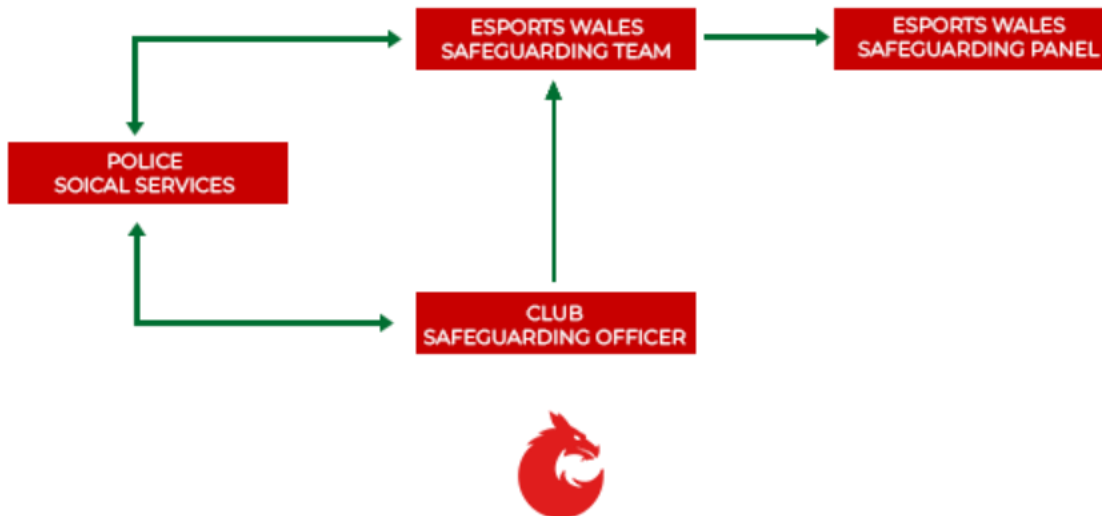
6.3 If a child or adult is in **immediate danger**, emergency services must be contacted without delay.

### 6.4 Esports Wales Reporting Structure

The majority of poor practice concerns can be dealt with by the club or with support and guidance from Esports Wales.

Child abuse cases having already been dealt with by statutory agencies will be investigated by the Esports Wales Safeguarding Team and may be referred to a Safeguarding Panel.





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## 7. Confidentiality & Information Sharing

7.1 Safeguarding concerns will be handled:

- sensitively
- confidentially
- on a need to know basis

7.2 Confidentiality will **never** prevent information being shared where:

- a child or adult is at risk of harm
- a criminal offence may have occurred

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## 8. Culture & Behaviour

8.1 Esports Wales is committed to creating a culture where:

- safeguarding is openly discussed
- concerns are taken seriously



- abuse or inappropriate behaviour is not tolerated

8.2 All those involved with Esports Wales are expected to:

- behave responsibly
  - uphold safeguarding standards
  - challenge inappropriate behaviour
  - comply with relevant Codes of Conduct
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## 9. Linked Policies & Procedures

This Safeguarding Policy Statement is supported by:

- Safeguarding Children Policy
  - Safeguarding Adults at Risk Policy
  - Responding to Safeguarding Concerns Procedure
  - Online Safety & Digital Safeguarding Policy
  - Safer Recruitment Policy
  - Codes of Conduct
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## 10. Review & Continuous Improvement

10.1 This policy shall be reviewed:

- annually
- following any serious safeguarding incident
- following changes in legislation or guidance

10.2 Esports Wales is committed to **learning, improvement, and best practice** in safeguarding.




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## 11. Adoption

11.1 This Safeguarding Policy Statement was approved by the Board of Directors of **Esports Wales CIC**.

**Date approved:** \_\_\_\_02/03/2026\_\_\_\_

**Signed (Chair):** \_\_\_\_  \_\_\_\_



## APPENDIX

### 1. Useful Contacts

EMERGENCY	OTHER USEFUL CONTACTS
<b>POLICE</b> In an emergency, please call <b>999</b>	<b>CHILD PROTECTION IN SPORTS UNIT</b>  <a href="tel:08448920290">tel:0844 892 0290</a> web: <a href="mailto:cpsuwales@nspcc.org.uk">cpsuwales@nspcc.org.uk</a>
<b>NSPCC</b> 24 Hr Helpline  tel: 0808 800 5000 web: <a href="http://www.nspcc.co.uk">www.nspcc.co.uk</a>	<b>CHILDLINE</b>  tel: 0800 1111 web: <a href="http://www.childline.org.uk">www.childline.org.uk</a>
<b>ESPORTS WALES SAFEGUARDING TEAM</b>  <b>DSL Lead</b> <b>Name: John Jackson</b> Tel: 07590056728 email: <a href="mailto:safeguarding@esportswales.org">safeguarding@esportswales.org</a>	<b>KIDSCAPE</b>  <a href="tel:08451205204">tel:08451 205 204</a>
<b>LOCAL AUTHORITY CHILDREN'S SOCIAL CARE</b>  Please contact your local authority	<b>VICTIM SUPPORT</b>  tel: 0845 3030900 web: <a href="http://www.victimsupport.org.uk">www.victimsupport.org.uk</a>

