

Esports Wales

Safeguarding Children Policy

Status: Board approved safeguarding policy

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

Owner: Board of Directors

Designated Safeguarding Lead (DSL): Appointed Safeguarding Lead

Board Safeguarding Lead: Welfare & Safety Lead Director

Review cycle: Annual

Next review due: 12 months from adoption

1. Policy Statement

1.1 **Esports Wales CIC** ("the Company") recognises its **statutory and moral duty** to safeguard and promote the welfare of **children and young people under the age of 18** who engage with esports activities in Wales.

1.2 We are committed to ensuring that all children:

- are treated with respect and dignity
- are protected from harm, abuse, neglect, and exploitation
- can participate in esports in a **safe, positive, and inclusive environment**

1.3 This policy applies to **all esports activities delivered, sanctioned, or recognised by Esports Wales**, including **online and digital environments**.

2. Legal & Guidance Framework

This policy is informed by, and consistent with:

- Children Act 1989 & 2004

Policy Number: P0202

Version Number: 001



Esports Wales CIC: 12372413

- Working Together to Safeguard Children (UK Government)
 - NSPCC / CPSU Safeguarding Standards for Sport
 - Sport England & UK Sport Code for Sports Governance
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3. Scope

3.1 This policy applies to:

- all children and young people under 18
- players, students, and participants
- parents and carers
- staff, volunteers, coaches, officials, and Board members
- clubs, schools, and delivery partners

3.2 It applies to safeguarding risks arising in:

- physical venues
 - online competitions and platforms
 - training sessions
 - streaming, social media, and digital communication
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4. Definitions

4.1 Child

A child or young person is anyone under the age of 18.

4.2 Safeguarding



Safeguarding means protecting children from harm, preventing impairment of health or development, and ensuring children grow up in safe and effective care environments.

5. Types of Abuse & Harm

Esports Wales recognises the following forms of abuse:

- **Physical abuse**
 - **Emotional abuse** (including bullying and coercion)
 - **Sexual abuse**
 - **Neglect**
 - **Online abuse**, including:
 - grooming
 - cyberbullying
 - inappropriate messaging
 - exploitation via gaming or streaming platforms
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6. Safeguarding Principles

Esports Wales operates on the following principles:

- **The child's welfare is paramount**
 - **All children have equal rights to protection**
 - **Safeguarding is everyone's responsibility**
 - **Concerns will be taken seriously and acted upon**
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7. Roles & Responsibilities

7.1 Board of Directors

- Holds ultimate accountability for safeguarding
- Appoints a **Board level Welfare & Safety Lead**
- Ensures appropriate safeguarding policies and resources

7.2 Designated Safeguarding Lead (DSL)

- Acts as the main point of contact for safeguarding concerns
- Oversees safeguarding referrals and responses
- Liaises with statutory agencies where required
- Maintains safeguarding records

7.3 All Staff, Volunteers & Members

- Have a duty to safeguard children
- Must follow this policy and associated procedures
- Must report concerns promptly

8. Safer Recruitment & Training

8.1 Esports Wales is committed to safer recruitment practices, including:

- appropriate checks (including DBS where required)
- clear role descriptions and codes of conduct

8.2 All relevant individuals will receive:

- safeguarding awareness training
- guidance on recognising and responding to concerns



9. Codes of Conduct & Behaviour

9.1 All individuals working with children must:

- act professionally and appropriately
- maintain clear boundaries
- avoid one to one communication without safeguards
- use only approved communication channels

9.2 Inappropriate behaviour, including online misconduct, will not be tolerated.

10. Online & Digital Safeguarding

10.1 Esports Wales recognises that esports presents **specific online risks**.

10.2 We will:

- promote safe online behaviour
 - implement moderation and reporting mechanisms
 - provide guidance on streaming and social media
 - take action against online abuse or exploitation
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11. Reporting Safeguarding Concerns

11.1 Anyone who has a concern about a child's welfare must **report it immediately**.

11.2 Concerns may be reported to:

- the Designated Safeguarding Lead
- the published safeguarding contact
- emergency services where there is immediate risk

11.3 No individual will be criticised for raising a concern in good faith.

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12. Responding to Concerns

12.1 All safeguarding concerns will be:

- taken seriously
- recorded appropriately
- managed in line with safeguarding procedures

12.2 Esports Wales will work with:

- local authorities
- police
- schools and partner organisations

where required to protect a child.

13. Confidentiality & Information Sharing

13.1 Safeguarding information will be:

- handled sensitively
- shared on a need to know basis

13.2 Confidentiality will **never override** the need to protect a child from harm.

14. Allegations Against Staff or Volunteers

14.1 Allegations involving staff or volunteers will be:

- managed fairly and promptly
- referred to statutory agencies where appropriate
- handled in line with relevant procedures



15. Monitoring & Review

15.1 This policy shall be reviewed:


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

15.2 Safeguarding practice will be continuously improved.

16. Adoption

16.1 This Safeguarding Children Policy 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
POLICE In an emergency, please call 999	CHILD PROTECTION IN SPORTS UNIT tel:0844 892 0290 web: cpsuwales@nspcc.org.uk
NSPCC 24 Hr Helpline tel: 0808 800 5000 web: www.nspcc.co.uk	CHILDLINE tel: 0800 1111 web: www.childline.org.uk
ESPORTS WALES SAFEGUARDING TEAM DSL Lead Name: John Jackson Tel: 07590056728 email: safeguarding@esportswales.org	KIDSCAPE tel:08451 205 204
LOCAL AUTHORITY CHILDREN'S SOCIAL CARE Please contact your local authority	VICTIM SUPPORT tel: 0845 3030900 web: www.victimsupport.org.uk

