

# Esports Wales

## Schools Engagement Policy

**Status:** Board-approved policy

**Applies to:** Staff, Volunteers, Schools, Colleges, Education Partners

**Owner:** Board of Directors

**Education & Schools Lead:** Board-appointed Director / Senior Officer

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

**Review cycle:** Annual

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

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### 1. Purpose

This policy sets out how **Esports Wales CIC** (“the Company”) will **engage with schools and education settings** in a way that is **safe, ethical, inclusive, and educationally appropriate**.

It exists to:

- support positive, curriculum-aligned esports engagement
  - protect children and young people from harm
  - ensure consistent standards across schools delivery
  - support schools, staff, and parents with clear expectations
  - meet safeguarding, duty of care, and governance requirements
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### 2. Scope

This policy applies to:

- primary, secondary, and further education settings

Policy Number: P1101  
Version Number: 001



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- school-based esports clubs, leagues, and enrichment activity
- curriculum-linked workshops and events
- online, offline, and hybrid delivery

It applies to:

- Esports Wales staff and volunteers
  - partner organisations and delivery staff
  - schools, colleges, and local authorities
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### 3. Core Principles

Schools engagement by Esports Wales is guided by the following principles:

- **Safeguarding First** – pupil welfare overrides all other considerations
  - **Educational Value** – activity must support learning and development
  - **Inclusion & Accessibility** – opportunities are open and equitable
  - **Partnership Working** – respect for school leadership and policies
  - **Transparency** – clear communication with schools and parents
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### 4. Nature of Engagement

Esports Wales may engage with schools through:

- enrichment and extracurricular esports programmes
- curriculum-linked digital skills workshops
- teacher and staff CPD
- school leagues and competitions



- careers, pathways, and industry awareness sessions

All activity must be:

- age-appropriate
  - supervised
  - aligned with this policy
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## **5. Safeguarding & Duty of Care**

5.1

All schools engagement must comply with:

- **ESW 0201 Safeguarding Policy Statement**
- **ESW 0202 Safeguarding Children Policy**
- **ESW 0204 Duty of Care Policy**

5.2

Safeguarding responsibilities include:

- clear supervision arrangements
- appropriate staff-to-pupil ratios
- safe online communication practices

5.3

Esports Wales staff and volunteers must:

- hold appropriate checks where required
  - follow safeguarding reporting procedures
  - never work outside agreed roles or boundaries
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## **6. Roles & Responsibilities**

Policy Number: P1101  
Version Number: 001



Esports Wales CIC:  
12372413

## 6.1 Esports Wales

Esports Wales will:

- provide clear information about activity and expectations
  - ensure staff and volunteers are trained and suitable
  - support schools with safeguarding and online safety guidance
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## 6.2 Schools & Colleges

Schools are responsible for:

- overall safeguarding of pupils
- parental communication and consent
- supervision in line with school policies

Esports Wales does **not** replace a school's safeguarding duty.

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## 7. Online Safety & Digital Environments

### 7.1

Online esports activity must:

- use approved platforms
- comply with school ICT and acceptable use policies
- be moderated appropriately

### 7.2

Online safety requirements align with:

- **ESW 0213 Online Safety & Digital Safeguarding Policy**
- **ESW 1104 Online Learning Safety Policy** (forthcoming)



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## 8. Consent, Data & Privacy

8.1

Schools must ensure:

- appropriate parental consent is in place
- data sharing is lawful and proportionate

8.2

Esports Wales will:

- handle data in line with data protection policies
  - avoid unnecessary collection of personal data
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## 9. Equality, Inclusion & Additional Needs

9.1

Schools engagement must be inclusive and accessible.

9.2

Esports Wales will:

- make reasonable adjustments
- respect additional learning needs (ALN)
- support diverse participation

This aligns with:

- **ESW 0301 Equality, Diversity & Inclusion Policy**
  - **ESW 0305 Accessibility & Reasonable Adjustments Policy**
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## 10. Behaviour & Conduct

Policy Number: P1101  
Version Number: 001



Esports Wales CIC:  
12372413

10.1

All individuals involved must comply with:

- relevant Codes of Conduct
- school behaviour expectations

10.2

Poor behaviour may result in:

- removal from activity
  - reporting to school leadership
  - escalation under disciplinary or safeguarding procedures
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## **11. Risk Assessment & Planning**

11.1

All schools activity must be:

- planned in advance
- risk-assessed proportionately

11.2

Risk considerations include:

- age and vulnerability of pupils
  - online environments
  - supervision and venue suitability
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## **12. Reporting Concerns**

12.1

Any concern relating to:

- safeguarding

Policy Number: P1101  
Version Number: 001



Esports Wales CIC:  
12372413

- wellbeing
- inappropriate behaviour

must be reported immediately.

12.2

Reporting must follow:

- **ESW 0206 Responding to Safeguarding Concerns Procedure**
  - **ESW 0208 Reporting & Escalation Flowchart**
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### **13. Relationship to Other Policies**

This policy must be read alongside:

- **ESW 0201–0209 Safeguarding Policies & Procedures**
  - **ESW 0301 Equality, Diversity & Inclusion Policy**
  - **ESW 0408 Health, Wellbeing & Mental Health Policy**
  - **ESW 0509 Education, CPD & Training Policy**
  - **ESW 1008 Lone Working Policy**
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### **14. Review**

This policy shall be reviewed:

- annually
  - following safeguarding incidents or schools feedback
  - following changes in education guidance or legislation
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### **15. Adoption**


Policy Number: P1101  
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This Schools Engagement Policy was approved by the Board of Directors of **Esports Wales CIC**.

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

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

