



# Safeguarding Policy for United Kidz Sports Development

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[www.uksd.org](http://www.uksd.org)

**1. Introduction:** United Kidz Sports Development (UKSD) is an international non-profit organization that is committed to creating social change through sports and empowering young people. We are dedicated to providing a safe and supportive environment for all individuals participating in our programs.

We recognize our responsibility to provide a safe and supportive environment for all the young people we engage with, ensuring their protection from harm and abuse. This safeguarding policy outlines our commitment to safeguarding and sets out the framework for promoting the welfare and safety of young individuals involved in our programs. This safeguarding policy outlines our commitment to protecting the safety and well-being of the young people, and it is endorsed by the highest level of our organization.

**2. Scope:** This policy applies to all staff members, volunteers, partners, and anyone associated with UKSD, who interacts with young people during our programs, events, and activities, regardless of their location.

### **3. Definitions:**

"Young People": Refers to individuals under the age of 18 years.

"Safeguarding": Refers to all measures and actions taken to protect young people from abuse, exploitation, harm, and discrimination.

"Abuse": Encompasses physical, emotional, sexual abuse, neglect, or any other form of harm.

### **4. Safeguarding Principles**

4.1. The Well-being of Young People: The welfare and well-being of young people will always be our paramount concern. Their rights, dignity, and individuality will be respected and promoted.

4.2. Empowerment: We are committed to empowering young people, promoting their active participation, and involving them in decision-making processes, especially those decisions that directly impact them.

4.3. Prevention: We will take proactive measures to prevent abuse, harm, or exploitation before they occur, through education, training, and awareness programs. We conduct regular risk assessments to identify and mitigate potential risks of harm and abuse in our programs and activities.

4.4. Responsibility: Everyone associated with UKSD shares the responsibility for safeguarding young people, and they are encouraged to report any concerns or incidents promptly.

4.5. Confidentiality: All safeguarding concerns will be handled in a confidential manner, following established procedures and legal requirements.





## 5. Recruitment and Training

5.1. All staff members and volunteers who work with young people will undergo a rigorous selection process, including background checks and references.

5.2. Regular safeguarding training will be provided to all staff members, volunteers, and partners to ensure they understand their roles and responsibilities in safeguarding young people.

## 6. Code of Conduct

6.1. All individuals associated with UKSD are expected to adhere to a code of conduct that outlines appropriate behavior when interacting with young people. This includes treating them with respect, maintaining appropriate boundaries, and refraining from any form of abusive behavior.

## 7. Reporting and Responding to Concerns

7.1. Anyone who has a safeguarding concern or becomes aware of a safeguarding incident must report it immediately to the Lead Safeguarding Officer/s. All concerns will be handled confidentially and promptly.

### **UKSD Lead Safeguarding Officers:**

- Lee Docherty - [doc@uksd.org](mailto:doc@uksd.org) - (774) 408-0084
- Vanessa Begley - [begs@uksd.org](mailto:begs@uksd.org) - (508) 685-6357
- The UKSD advisory board is responsible for leading safeguarding matters within UKSD and ensures that adequate resources and support are provided to safeguarding initiatives.

7.2. UKSD will respond promptly to any safeguarding concerns, conducting investigations in a sensitive and impartial manner.

7.3. Appropriate action will be taken to address safeguarding incidents, which may involve involving relevant authorities and providing support to the affected young person.

## 8. Partnerships

8.1. Before collaborating with external organizations, the UKSD advisory board will conduct due diligence to ensure their commitment to safeguarding aligns with our policies.

8.2. Partnerships will be regularly reviewed to monitor their compliance with safeguarding principles.

## 9. Communication and Awareness

9.1. This safeguarding policy will be communicated to all staff members, volunteers, partners, and beneficiaries, ensuring they understand their roles in safeguarding young people.

9.2. We will maintain a culture of openness, encouraging dialogue about safeguarding concerns and promoting awareness among all stakeholders.





## 10. Review and Monitoring

10.1. This policy will be regularly reviewed to ensure its effectiveness and relevance.

10.2. Safeguarding practices will be monitored and evaluated to identify areas for improvement.

## 11. Legal Framework

11.1. This policy will comply with all relevant international, national, and local laws and regulations concerning safeguarding young people.

UKSD is committed to upholding the highest standards of safeguarding for the young people we serve. We will continually strive to create a safe and nurturing environment that empowers young individuals to achieve their full potential and contribute positively to society.

A handwritten signature in black ink that reads 'Lee Docherty'.

Lee Docherty  
Founder / CEO  
01/01/2024

**Safeguarding Policy for UKSD. Policy Review:** This policy was last reviewed by the UKSD advisory board on Tuesday, August 1st 2023. We understand the importance of regular review and improvement, and as such, this policy will be reviewed again on or before Monday, January 1st 2025



# United Kidz Sports Development Codes of Conduct

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## Codes of Conduct for UKSD staff, volunteers, and partners

As an organization dedicated to the welfare and well-being of children, we expect all staff members, volunteers, partners, and anyone associated with UKSD to adhere to the following Codes of Conduct. These codes align with the International Safeguards for Children in Sport and relevant US-specific policies:

- 1. Child-Centered Approach:** We put the best interests of young people at the forefront of our activities and decision-making processes. Our actions and decisions prioritize their safety, well-being, and positive development.
- 2. Respect and Inclusion:** We treat all young people with respect, dignity, sensitivity, and fairness, regardless of their race, ethnicity, gender, ability, religion, or background. We promote an inclusive and welcoming environment for all young individuals.
- 3. Non-Discrimination:** We do not tolerate any form of discrimination, harassment, or bullying towards young people, staff, volunteers, or participants. Everyone is entitled to be treated with kindness and respect.
- 4. Physical and Emotional Safety:** We are committed to maintaining a physically and emotionally safe environment for all young people. Physical discipline or any form of physical or emotional abuse is strictly prohibited.
- 5. Appropriate Relationships:** We maintain professional and appropriate relationships with young people, avoiding any behavior that could be misinterpreted or seen as exploitative or sexual in nature.
- 6. Boundaries and Privacy:** We respect personal boundaries and privacy, both online and offline, of all young people. We do not engage in any form of inappropriate or intrusive behavior.
- 7. Confidentiality:** We understand the importance of confidentiality in safeguarding children. All safeguarding concerns and information will be treated confidentially and shared only with those directly involved in safeguarding processes.
- 8. Reporting and Responding to Concerns:** We have a duty to promptly report any safeguarding concerns to the designated Safeguarding Officer(s) or relevant authorities following established procedures.
- 9. Training and Awareness:** We will undergo regular training on safeguarding, recognizing signs of abuse, and our responsibilities as staff members, volunteers, or partners of UKSD.





**10. Compliance with Laws and Policies:** We adhere to all relevant international, national, and local laws and policies regarding child protection and safeguarding.

**11. Responsible Use of Technology:** When using technology in our programs or interactions with young people, we will ensure its responsible and appropriate use, prioritizing the safety and privacy of young people.

**12. Positive Role Models:** As staff members, volunteers, or partners, we will act as positive role models for children, promoting values such as teamwork, respect, and fair play.

**13. Safe Environments:** We will take measures to ensure that the physical spaces where our programs take place are safe and suitable for young people.

**14. Transparent and Open Communication:** We encourage transparent and open communication with young people, their parents/guardians, and all stakeholders regarding safeguarding matters.

Failure to comply with these Codes of Conduct may result in disciplinary action, up to and including termination of association with UKSD. By upholding these standards, we ensure a safe, inclusive, and empowering environment for young individuals, enabling them to thrive and create positive social change.

A handwritten signature in black ink that reads "Lee Docherty". The signature is fluid and cursive, written in a professional style.

Lee Docherty  
Founder / CEO  
01/01/2024