

TEAM EVOLUTION SAFEGUARDING POLICY

Team Evolution is committed to providing a safe, supportive, and respectful environment for all student-athletes and staff. The welfare and wellbeing of children and vulnerable individuals are our highest priority. We believe everyone has the right to participate in academy activities free from abuse, neglect, bullying, exploitation, discrimination, or harm.

This policy aims to:

- Protect children and vulnerable individuals involved in academy activities
- Promote a culture of safety, respect, and wellbeing
- Prevent abuse, bullying, neglect, harassment, and exploitation
- Provide clear procedures for reporting and responding to concerns
- Ensure staff understand their safeguarding responsibilities
- Comply with applicable safeguarding and child protection laws and sporting regulations

This policy applies to:

- Student-athletes
- All Team Evolution staff
- Parents and guardians
- Visiting teams and partners
- All academy activities, including:
 - *Training sessions*
 - *Competitions*
 - *Travel and transportation*
 - *Residential camps*
 - *Social activities*
 - *Online and digital communication*

Team Evolution will:

- Provide a safe and inclusive environment
- Recruit staff responsibly, conducting appropriate background and reference checks
- Ensure coaches and staff receive safeguarding training
- Maintain a clear code of conduct
- Respond promptly and appropriately to concerns
- Promote respectful relationships and positive behavior
- Seek to minimise safeguarding risks during training, travel, accommodation, and events
- Obtain appropriate consent for photography and video use
- Require and uphold professional and respectful use of social media
- Ensure appropriate supervision ratios
- Provide clear travel and accommodation arrangements
- Maintain separate sleeping arrangements where appropriate
- Obtain parental/guardian consent for minors
- Share emergency contact and medical information securely

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Reporting Safeguarding Concerns

Any person who witnesses, suspects, or receives a disclosure of abuse, neglect, bullying, or inappropriate conduct must report it immediately to the designated safeguarding lead or academy management.

Concerns may include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying or hazing
- Grooming or exploitation
- Self-harm concerns

All reports will be:

- Taken seriously
- Treated confidentially where appropriate
- Recorded, stored and shared appropriately
- Investigated in line with academy and Snowsport England procedures
- Escalated to authorities where required

Team Evolution ensures that no person will suffer retaliation for raising a genuine safeguarding concern.

Roles and Responsibilities

Academy Safeguarding Lead

Lesley Dawson

Lesley.dawson@teamevolution.eu

+447757829249

Deputy Safeguarding Lead

Paul Telling

Paul.telling@teamevolution.eu

+447870682477

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