
SAFEGUARDING POLICY AND PROCEDURES

Padel & Club Activities

Version: 1.0 30/09/2026

Policy Owner: Elena Pilnikova

Safeguarding Officer: Elena Pilnikova

Next Review Date: 30/09/2027

CONTENTS

1. Policy Statement and Scope
2. Policy Principles
3. Responsibility for Safeguarding
4. Safe Recruitment
5. Training
6. Supervision Requirements
7. Changing Room Policy
8. Positions of Trust
9. Types of Abuse
10. Anti-Bullying Policy
11. Online Communications Policy
12. Photography & Filming Policy
13. Responding to a Safeguarding Concern
14. Confidentiality & Information Sharing
15. Whistleblowing
16. Policy Review



1. POLICY STATEMENT AND SCOPE

PADELHUB recognises its moral and statutory responsibility to safeguard and promote the welfare of all children (under 18) and adults at risk.

This policy applies to all activities delivered at PADELHUB clubs, including padel, junior padel coaching, holiday camps, birthday parties and venue hire activities.

Safeguarding is everyone's responsibility.

2. POLICY PRINCIPLES

- The safety and welfare of children and adults at risk is paramount.
- All individuals have an equal right to protection from harm.
- Concerns will be taken seriously and responded to promptly.
- We promote a culture where concerns can be raised without fear.

3. RESPONSIBILITY FOR SAFEGUARDING

The Management Team holds overall accountability.

Safeguarding Officer:

Elena Pilnikova

If a child or adult is in immediate danger, call 999.

4. SAFE RECRUITMENT

Enhanced DBS checks, identity verification, references and safeguarding training are required for relevant roles. No staff member may undertake regulated activity without clearance. See our Safe Recruitment Policy for full details.

5. TRAINING

Safeguarding training is mandatory for coaches, camp leaders and managers. All staff receive safeguarding induction.

6. SUPERVISION REQUIREMENTS

Children must be delivered directly to activity leaders. Appropriate ratios must be maintained. Holiday camps require at least two adults present at all times.

7. CHANGING ROOM POLICY



Parents supervise children unless part of a structured activity. Staff must not routinely enter changing rooms when children are present. Mobile phones and photography are prohibited. See our Use of Changing Rooms Policy for full details.

8. POSITIONS OF TRUST

Adults coaching or supervising children are in positions of trust. Sexual activity with a child under 18 in this context is a criminal offence under the Sexual Offences Act 2003 (as amended).

9. TYPES OF ABUSE

Child abuse includes physical, sexual and emotional abuse, and neglect. Adult abuse includes physical, sexual, psychological, financial, neglect, discriminatory and organisational abuse.

10. ANTI-BULLYING POLICY

Zero-tolerance approach to bullying, including physical, verbal, discriminatory and cyberbullying. All reports are taken seriously. See our Anti-Bullying Policy for full details.

11. ONLINE COMMUNICATIONS POLICY

Professional communication only. No private social media contact. Parents are included in relevant communications for under-18s. See our Online Safety and Communication Policy for full details.

12. PHOTOGRAPHY & FILMING POLICY

Written parental consent is required for promotional use. No photography in changing areas. Images stored securely. See our Photography and Filming Policy for full details.

13. RESPONDING TO A SAFEGUARDING CONCERN

Ensure immediate safety. Report to the Safeguarding Officer. Do not investigate. Record factual details. Call 999 if immediate danger exists.

14. CONFIDENTIALITY & INFORMATION SHARING

Information is shared on a need-to-know basis and stored securely. It may be shared without consent where a risk of harm exists.

15. WHISTLEBLOWING



Concerns may be raised with the Safeguarding Officer or externally via the NSPCC Whistleblowing Advice Line – 0800 028 0285. See our Safeguarding Whistleblowing Policy for full details.

16. POLICY REVIEW

This policy will be reviewed annually, or following significant incidents or legislative changes.

Signed on behalf of PADELHUB

Name: Elena Pilnikova
Role: Director
Date: 02/10/2026

Safeguarding Officer

Name: Elena Pilnikova
Date: 02/10/2026