



ASM Sports (UK) Limited | Letter of Assurance – Safeguarding, Safer Recruitment & Child Protection | September 2026

ASM Sports (UK) Limited is committed to safeguarding and promoting the welfare of children and young people across all services it delivers. Our safeguarding, safer recruitment and child protection arrangements follow the guidance with the Department for Education's Keeping Children Safe in Education 2026 (KCSIE 2026), Working Together to Safeguard Children 2026, applicable Disclosure and Barring Service requirements, and other relevant statutory safeguarding guidance.

KCSIE is statutory guidance for schools and colleges. ASM Sports applies the relevant KCSIE safer recruitment and safeguarding expectations to its own workforce and to staff, volunteers, contractors, and third-party personnel deployed into education, Alternative Provision, HAF, holiday activity, community, and sports settings. Where ASM Sports staff work on school or college sites, they also comply with the host setting's safeguarding policies, procedures, and reporting arrangements.

This Letter of Assurance confirms ASM Sports' current safeguarding, safer recruitment, vetting, training, information-sharing, and child-protection arrangements as of September 2026.

Safer Recruitment & Pre-Employment Vetting

ASM Sports confirms that they recruit staff and volunteers working with children using safer recruitment principles consistent with Part 3 of KCSIE 2026 and relevant statutory guidance.

Our recruitment processes:

- Explicitly reference safeguarding within job descriptions, person specifications and recruitment information.
- Include appropriate scrutiny of application forms, employment history, and explanations for gaps in employment.
- Verify identity and eligibility to work in the UK before appointment.
- Use safeguarding-focused interview and selection processes, including exploration of suitability to work with children.



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- Obtain and scrutinise appropriate professional references and follow up concerns, discrepancies, or unexplained gaps.
- Consider an online search via an internet search engine as part of due diligence on shortlisted candidates, where appropriate, and record any relevant safeguarding issues identified and explored.

ASM Sports complete the following checks before a staff member begins work, subject to the requirements applicable to the role:

- Appropriate DBS check, including a Children's Barred List check where the role falls under the category of regulated activity and the checks are legally required.
- Identity verification.
- Right to work in the UK.
- Verification of qualifications and professional certificates where relevant to the role.
- Prohibition from Teaching checks where applicable.
- Section 128 checks where applicable to relevant management/governance roles.
- Appropriate checks for individuals who have lived or worked outside the UK, including further overseas criminal record or professional-regulation checks where appropriate and available.
- Appropriate checks and safeguarding assurance for agency workers, contractors, self-employed workers, and other third-party personnel.
- Any additional role-specific checks required by law, the commissioning body, host school/college, or local safeguarding arrangements.

ASM Sports does not rely on the previous 'supervision exemption' where it is no longer applicable. In accordance with the 2026 position on regulated activity, volunteers undertaking regulated activity with children are subject to the appropriate safeguarding and DBS requirements.

ASM Sports maintains a central record of recruitment and safeguarding checks for its workforce and undertakes regular quality assurance. Where ASM Sports supplies personnel to schools or other settings,



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appropriate written assurance and evidence of required checks are completed in accordance with contractual and safeguarding requirements.

Safeguarding Induction, Training & Staff Awareness

All ASM Sports staff receive safeguarding training before deployment and throughout their employment.

This includes:

- Safeguarding induction delivered or overseen by the Designated Safeguarding Lead (DSL).
- KCSIE 2026 Part One safeguarding expectations and relevant organisational procedures.
- Recognition and response to abuse, neglect, exploitation, and emerging safeguarding risks.
- Online safety and digital safeguarding, including AI-related risks, image-based abuse, and financially motivated sexual extortion.
- Child-on-child abuse, including harmful sexual behaviour, sexual harassment, and sexual violence.
- Whistleblowing, low-level concerns and reporting allegations or concerns about adults working with children.
- Professional boundaries, staff code of conduct and appropriate behaviour around children.
- Prevent awareness, radicalisation, and extremism where relevant to the role and setting.
- Information-sharing and record-keeping expectations.

Training framework:

- DSLs receive appropriate advanced safeguarding training and refresher development in line with current statutory and local expectations.
- All staff receive safeguarding training at induction, with regular refresher training and annual safeguarding updates.
- ASM provides additional training for staff working in Alternative Provision, SEND, HAF, holiday activity provision or with children presenting additional vulnerabilities.



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- ASM maintains training and safeguarding competency records, and these SLT monitor these regularly.

Online Safety & Digital Safeguarding

ASM Sports recognises that online harms are safeguarding harms and that abuse of children may happen, as well as them being exploited, groomed, or exposed to harmful content through digital platforms.

ASM Sports Staff are trained to identify and respond to:

- Online grooming and sexual exploitation.
- Financially motivated sexual extortion and image-based abuse.
- Harmful sexual behaviour and sexual harassment.
- Cyberbullying and online abuse.
- Exposure to harmful or age-inappropriate content.
- Artificial intelligence misuse, including manipulated or harmful images.
- Extremism, radicalisation, and online influence.
- Other emerging online safeguarding risks identified by the DfE, local safeguarding partners or the host setting.

Concerns are reported immediately through ASM Sports safeguarding channels and, where applicable, the host school's DSL, local authority safeguarding arrangements, police, or other relevant agency.

Alternative Provision, HAF, Holiday Activities & Vulnerable Children

ASM Sports works with children across mainstream education, Alternative Provision, HAF and holiday activity settings, including children who may experience additional vulnerability.

- Staff working in Alternative Provision receive enhanced safeguarding awareness appropriate to the cohort and setting.
- Attendance, behaviour, welfare, and safeguarding concerns are actively monitored and escalated where required.



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- ASM Sports consults with schools, DSLs, local authorities, Family Hubs, and other safeguarding partners as appropriate.
- HAF and holiday activity provision follows the current DfE HAF safeguarding expectations, including safe recruitment, suitable staffing, supervision, safeguarding reporting, and appropriate information sharing.
- Staff adopt a child-centred approach and remain alert to multiple or overlapping safeguarding risks.

Kinship Care & Wider Vulnerability

In line with Working Together to Safeguard Children 2026, ASM Sports recognises that safeguarding responsibilities apply to all children, including children living in kinship care, with extended family or connected carers, looked-after children, previously looked-after children, and children experiencing other forms of vulnerability.

- Asm Sports Staff receive training to recognise vulnerability that may not be immediately visible.
- Safeguarding concerns at Asm Sports are reported regardless of a child's family or legal circumstances.
- Information relevant to a child's safety and welfare is shared appropriately with the Asm Sports DSL and relevant safeguarding partners.

Working Together, Information Sharing & Multi-Agency Safeguarding

ASM Sports aligns its safeguarding practice with Working Together to Safeguard Children 2026. This guidance expressly includes voluntary, charity, social enterprise organisations, and sports clubs within the wider safeguarding system.

ASM Sports recognises the importance of timely, proportionate, and lawful information sharing where this is necessary to identify, assess and respond to safeguarding concerns. We follow current DfE information-sharing guidance and applicable data-protection requirements, including the statutory Information Sharing Duty coming into force on 30 September 2026.

- Safeguarding information is shared on a need-to-know basis and in accordance with the applicable legal framework.
- Staff understand that safeguarding concerns should not be delayed because of uncertainty about consent where information can lawfully be shared to protect a child.



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- Records of safeguarding concerns, decisions, referrals, and information sharing are maintained securely and appropriately.
- ASM Sports cooperates with schools, local authorities, police, children's social care, safeguarding partners, and other relevant agencies.

Contractors, Volunteers, Agency Staff & External Providers

ASM Sports ensures that:

- Third-party providers and personnel working with children are subject to appropriate safeguarding checks and due diligence.
- Written assurance is obtained where DBS, identity, right-to-work, training, or other checks are undertaken by an agency or external organisation.
- Safeguarding expectations and reporting responsibilities form part of relevant contractual arrangements.
- Individuals who have not completed the checks required for their role are not permitted to undertake duties for which those checks are required.
- Where an allegation or safeguarding concern is made about an agency worker, contractor, volunteer, or other adult, ASM Sports follows the appropriate safeguarding, disciplinary and referral arrangements and consults with the host setting and LADO where required.

Whistleblowing, Low-Level Concerns & Safeguarding Culture

ASM Sports promotes an open safeguarding culture in which concerns are taken seriously, and staff are encouraged to report concerns promptly.

Staff may raise concerns with:

- The ASM Sports DSL or Deputy DSL.
- The host school's DSL or Headteacher, where working within an education setting.
- The Local Authority Designated Officer (LADO), where the concern meets the relevant threshold or as advised.



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- Police, Children's Social Care, or other safeguarding agencies where immediate action is required.

ASM Sports operates:

- A formal Whistleblowing Policy.
- Clear reporting routes for children, parents/carers, and staff.
- Procedures for recording and managing low-level concerns about adults.
- A culture in which poor practice, unsafe conduct and safeguarding concerns are challenged and addressed.

Site Safety & Visitor Management

ASM Sports staff follow school and venue safeguarding procedures including:

- ID verification and appropriate staff identification.
- Visitor sign-in, access controls and badges where required.
- Challenging or reporting unauthorised individuals.
- Compliance with the host setting's safeguarding, emergency, and site-safety procedures.
- Reporting site safety and safeguarding concerns through the appropriate route.

ASM Sports reserves the right to remove or refuse access to any individual whose conduct compromises safeguarding or who does not meet the safeguarding requirements of the setting.

Relevant DfE & Statutory Safeguarding Framework

ASM Sports keeps its safeguarding arrangements under review against relevant current guidance, including:

- Keeping Children Safe in Education 2026 – Department for Education, particularly Part Three: Safer Recruitment and the requirements for safeguarding all staff.
- Working Together to Safeguard Children 2026 – Department for Education.
- Information Sharing to Safeguard Children and Young People – current DfE statutory guidance, including the Information Sharing Duty effective from 30 September 2026.



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- Department for Education Holiday Activities and Food Programme 2026–27 safeguarding requirements, where applicable to ASM Sports HAF delivery.
- Relevant local safeguarding partnership procedures, thresholds, referral pathways, and safeguarding arrangements.
- Prevent Duty guidance and relevant DfE/Home Office safeguarding advice concerning radicalisation and extremism.
- Disclosure and Barring Service guidance and the legal requirements governing regulated activity with children.

Declaration

ASM Sports (UK) Limited confirms that, as of September 2026, its safeguarding, safer recruitment, vetting, training, information-sharing and child protection arrangements are designed and operated in accordance with the relevant requirements and principles of Keeping Children Safe in Education 2026 and associated statutory safeguarding guidance.

This assurance applies to staff, volunteers, contractors, agency workers, and other personnel deployed by ASM Sports across education, Alternative Provision, HAF, holiday activity, community, and sports settings, subject to any additional requirements imposed by the commissioning body or host setting.

Signed:

Alex Morris

Position: Managing Director

Key official guidance sources: Department for Education – Keeping Children Safe in Education 2026; Working Together to Safeguard Children 2026; Information Sharing to Safeguard Children and Young People; and relevant DfE safeguarding guidance. Further guidance on vetting and barring procedures can be found at www.gov.uk/vetting-barring-scheme.



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