



Safeguarding Policy

1. Purpose

This Safeguarding Policy sets out BFBS Esports' commitment to safeguarding and promoting the welfare of children and vulnerable adults. It establishes robust procedures to prevent harm, respond to concerns, and create a safe, inclusive environment across both online (Discord), our Tournament Management Platform (TMP) and in-person activities.

This policy is designed in line with UK safeguarding legislation and guidance, including: - Children Act 1989 and 2004 - Working Together to Safeguard Children (HM Government) - Keeping Children Safe in Education (KCSIE) - Safeguarding Vulnerable Groups Act 2006 - Data Protection Act 2018 (UK GDPR)

2. Scope

This policy applies to: - All staff, volunteers, contractors, and Discord administrators - Event staff and security personnel - Participants, including those under 18 - All BFBS Esports platforms, including Discord, TMP and in-person events.

3. Key Safeguarding Principles

- The welfare of children and vulnerable individuals is paramount
- Safeguarding is everyone's responsibility
- All concerns will be taken seriously and acted upon promptly
- Safer environments are proactively maintained both online and offline by staff and volunteers alike.

4. Designated Safeguarding Lead (DSL)

- A Designated Safeguarding Lead (DSL) will be appointed
- The DSL is responsible for:
 - Managing safeguarding concerns and referrals
 - Liaising with local authorities, LADO (Local Authority Designated Officer), and government services where required
 - Maintaining safeguarding records
 - Ensuring staff training and awareness

5. Safer Recruitment and Vetting

- All Discord administrators and relevant staff:
 - Hold an Enhanced DBS completed on onboarding
 - Be appropriately security cleared where required
- DBS checks are reviewed annually
- A Suitability update will be sent annually for staff and volunteers
- Recruitment processes include suitability assessments and safeguarding awareness
- The DSL will hold a record of all staff training and DBS Checks
- Where concerns or allegations arise the DSL will contact the LADO and SPOA

6. Training and Awareness

- All staff and volunteers will receive safeguarding training appropriate to their role
- Regular refreshers are conducted in a time frame deemed appropriate for the DSL
- A trained Mental Health First Aider is available within the team

7. Age Verification and Parental Consent

- Participants must meet the Age rating of the title they are participating in.
- Consent records are securely stored in compliance with UK GDPR
- All Participants under the age of 18 attending in-person or Live events must have parental consent.
- BFBS has conducted a Data Protection Impact Assessment (DPIA) of the Discord and TMP for all users, including those under the age of 18. This can be found [here](#)

8. Participant Verification

- Verification checks are initiated at the point of registration.
- Checks may include identity verification and eligibility confirmation
- Data is handled securely and retained only as necessary in accordance with GDPR

9. Code of Conduct

9.1 Overview

- A strict Code of Conduct applies across all environments
- Zero tolerance for the following:
 - Harassment
 - Discrimination
 - Intimidation
- Breaches may result in suspension, bans, or escalation to an external authority.
- Our full code of conduct can be found [here](#)

9.2 Peer-on-Peer Abuse

We have a zero-tolerance policy for any form of peer-on-peer abuse, including but not limited to:

- Upskirting
- Sexting (Nude or Semi-Nude)
- Revenge Porn
- Any form of Initiation rituals / Hazing's

10. Online Safeguarding (Discord Community)

10.1 Moderation and Safety Controls

- Automated moderation tools are implemented, including:
 - Profanity filters
 - Bot moderation systems
- Active moderation by trained staff
- Rapid intervention in cases of harmful behaviors

10.2 Community Management is to ensure

- Clear community guidelines are enforced
- Private messaging between users is unmonitored by BFBS Staff.
- No Staff are to contact our service/server users directly and must use transparent communication channels, which can be monitored and audited (Discord ticket system)
- Users are encouraged to report concerns via designated channels (Discord ticket system)

10.3 Reporting and Escalation

- Safeguarding concerns on Discord are escalated to the DSL
- Serious concerns may be referred to:
 - Police
 - Local safeguarding authorities

11. Safeguarding at In-Person Events

11.1 Risk Assessment

- All events undergo formal safeguarding risk assessments
- Specific controls are implemented for under-18 participants, including identification of a responsible person(s)

11.2 Supervision and Access Control

- Appropriate supervision ratios are maintained
- Secure check-in and identification processes are used
- Controlled access to event areas

11.3 Staff Responsibilities

- Staff and volunteers are briefed on safeguarding procedures
- Clear reporting lines are established
- Security personnel are trained to respond to safeguarding concerns

11.4 Welfare and Well-being

- A designated welfare point is available at both in-person events and in the online community
- Mental Health First Aid support is always accessible

12. Reporting Safeguarding Concerns

- Concerns must be reported immediately to the DSL
- In urgent situations, emergency services (999) should be contacted
- All concerns are recorded accurately and confidentially

12.1 External Reporting

Where appropriate, concerns may be reported to: - Local Authority Children's Services - LADO (for concerns about staff or volunteers) - NSPCC Helpline (0808 800 5000)

12.2 Low-Level Concerns policy

In accordance with KCSIE (Keeping Children Safe In Education 2025), we have created a contact address in order for people to submit concerns directly to the DSL.

That address is: safeguard@bfbs.com

13. Confidentiality and Data Protection

- Information is shared on a need-to-know basis only
- All safeguarding records are stored securely in compliance with UK GDPR
- BFBS Organisational Data retention policies are followed

14. Whistleblowing

- Staff and volunteers are encouraged to report concerns about organizational practices
- Whistleblowers are protected from retaliation

15. Review and Continuous Improvement

- This policy is reviewed annually or following significant incidents
- Updates reflect legislative changes and best practices in accordance with BFBS, Discord and Game Publishers Policy.

Version: 1.3

Last Updated: 19/03/2026

Approved By:

Jonah Jupp / BFBS Esports Community Manager

Robert Wylie / BFBS Head of Esports

Adam Waters / Director of AI Culture and Gaming

Designated Safeguard Lead: Jonah Jupp

Responsibilities;

- Oversee the protection of children and vulnerable adults
- Handle Referrals and Concerns: Promptly identify risks and make referrals to social care, the police, or the local authority if a child is at risk of harm or radicalization.
- Managing Records: Ensuring detailed, accurate, and secure written records of all safeguarding concerns and files are maintained and transferred appropriately.
- Staff Support and Training: Acting as a source of expertise to support staff on welfare matters, ensuring all staff receive proper training, and raising awareness of safeguarding procedures.
- Liaison with External Agencies: Liaising with Local Authority Designated Officers (LADO) on staff-related concerns and acting as the main contact for safeguarding partners.
- Policy Implementation: Ensuring safeguarding policies, including online safety, are reviewed and updated annually and implemented throughout the organisation.
- Ensuring Safe Culture: Monitoring child attendance, promoting safe practices, and acting as a lead in ensuring a culture of vigilance and reporting