



## Safeguarding Policy

Primary Sports Giants is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation.

We will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. When working within schools, we operate within the school's Safeguarding Policy and the guidance issued by Kent County Council. Our staff receive internal training on a regular basis and as part of their induction.

**Our Designated Safeguarding Leads are Tom Humphreys and Fran Humphreys.**

### Child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.
- **Domestic Abuse** This is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. It can seriously harm children and young people, and witnessing domestic abuse is child abuse. It's important to remember domestic abuse can happen inside and outside the home, can happen over the phone, on the internet and on social networking sites, can happen in any relationship and can continue even after the relationship has ended, and that both men and women can be abused or abusers.

### Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being

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- unexplained bruising or marks
- comments made by a child which give cause for concern
- Constant or regular sickness like colds, headaches etc.
- reasons to suspect neglect or abuse outside the setting, eg in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation and/or
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

### ***If abuse is suspected or disclosed***

When a child makes a disclosure to a member of staff, that member of staff will:

- reassure the child that they were not to blame and were right to speak out
- listen to the child but not question them
- give reassurance that the staff member will take action
- record the incident as soon as possible.

If a member of staff witnesses or suspects abuse, they will report the matter to the designated safeguarding lead within the school in which they are working.

### **Peer-on-peer abuse**

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting
- One of the children is significantly more dominant than the other (eg much older)
- One of the children is significantly more vulnerable than the other (eg in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

### ***If peer-on-peer abuse is suspected or disclosed***

We will follow the same procedures as set out above for responding to child abuse.

### **Extremism and radicalisation**

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, eg:

- feeling alienated or alone
- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause
- associating with others who hold extremist beliefs

### ***Signs of radicalisation***

Signs that a child might be at risk of radicalisation include:

- changes in behaviour, for example becoming withdrawn or aggressive
- claiming that terrorist attacks and violence are justified
- viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations and refer the matter to the Designated Safeguarding Lead within the school.

### **Female Genital Mutilation (FGM)**

This is when a female's genitals are deliberately altered or removed for non-medical reasons. It's also known as 'female circumcision' or 'cutting', but has many other names, including sunna, gudniin, halalays, tahur, megrez and khitan. The summer months (July, August and September) are sometimes referred to as 'Cutting season' – when many girls are on break from school. This is often the period when there is time to commit this act. Girls might be flown abroad during this time, so it's important to be aware of this risk. There are no medical reasons to carry it out. It's often performed by someone with no medical training, using instruments such as knives, scalpels, scissors, glass or razor blades. Children are rarely given anaesthetic or antiseptic treatment and are often forcibly restrained.

#### **Signs of FGM**

Signs Female Genital Mutilation has happened include:

- having difficulty walking, standing or sitting,
- spending longer in the bathroom or toilet,
- appearing quiet, anxious or depressed,
- acting differently after an absence from school or college, or a reluctance to go to the doctors or have routine medical examinations.
- A child may also ask for help – though they might not be explicit about the problem because they're scared or embarrassed.

### **Logging a concern**

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded as soon as possible after the event. The record should include:

- date of the disclosure, or the incident, or the observation causing concern
- date and time at which the record was made
- name and date of birth of the child involved
- a factual report of what happened. If recording a disclosure, you must use the child's own words
- name, signature and job title of the person making the record.

The record will be given to the Designated Safeguarding Lead within the school, or when not in a school setting will be referred to one of our own Leads, who will decide on the appropriate course of action.

### **Allegations against staff**

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an **Incident record** form. Any witnesses to the incident should sign and date the entry to confirm it.

- The allegation must be reported to the Designated Safeguarding Lead and to the school (where appropriate). Other agencies (eg police) will be informed if necessary.
- It may be necessary to suspend the member of staff pending full investigation of the allegation.
- If appropriate a referral to the Disclosure and Barring Service will be made.

## Whistle-Blowing

Whistleblowing is when a worker reports suspected wrongdoing at work. Wrong-doing covered by this 'public interest disclosure' includes:

- someone's health and safety is in danger;
- damage to the environment;
- a criminal offence;
- not obeying the law;
- covering up wrongdoing;
- misusing public funds; (and in schools)
- actions that negatively affect the welfare of children

Where staff have concerns they should aim to report it internally first before using an external 'prescribed person or body'. Making a report to an external person may only be undertaken where the staff member thinks the company will cover it up, would treat them unfairly if they complained or have raised the matter before, but the concern hasn't been dealt with.

Tom Humphreys will receive concerns of this kind.

Staff members with concerns should follow these steps of recording whistle-blowing:

- Contact Employer- Tom Humphreys
- Document and make a statement about the concern
- If in relation to a school staff member/practice Tom Humphreys to report concerns to the Headteacher of the particular school to take further action
- If in relation to a PSG employee Tom Humphreys to take the lead in addressing the concern internally
- If need be contact the whistleblowing charity Protect for more advice

## Promoting awareness among staff

We promote awareness of child abuse and the risk of radicalisation through our staff training. Safe recruitment practices are followed for all new staff.

- all staff have a copy of this **Safeguarding (Child Protection) policy**, understand its contents and are vigilant to signs of abuse, neglect or radicalisation
- all staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation

- all staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings