

Child Protection and Safeguarding Policy



Approved by:	Tom Humphreys	Date:	12/03/2022
Last Reviewed on:	12/03/2022		
Next Review Due:	12/03/2023		

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 aim to meet the following two key principles:

- Safeguarding is everyone's responsibility: for services to be effective, each individual and organisation should play their full part; and
- A child-centred approach: for services to be effective, they should be based on a clear understanding of the needs and views of children.

Working Together to Safeguard Children defines Safeguarding as:

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

A child is defined as a person under the age of 18 (The Children Act 1989).

Primary Sports Giants staff 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. When working independently we take guidance from the **Kent and Medway Safeguarding Multi-agency Partnership (KMSMP)** procedure documents, Part 1 of the **Keeping Children Safe in Education document (2020)** and the **Children Act 1989**. Our staff receive internal refresher training on a yearly basis and full safeguarding training as part of their induction,

To ensure all PSG Staff acknowledge their role responsibilities they are also to be conversant with the following policies (alongside this Child Protection and Safeguarding Policy):

- Health and Safety Policy
- Staff Code of Conduct
- Behaviour Management and Bullying Policy
- Equality and Diversity Policy
- Photography Policy
- SEND Policy

**Our Designated Safeguarding Lead (when independent from school provision) is Tom Humphreys
07795546455**

Tom@primarysportsgiants.co.uk

When working within a school the DSL will be the schools nominated DSL

Values and Standards:

We aim to work alongside our partner schools to deliver a unified and cohesive set of standards, which include:

- A child's welfare being of paramount importance.
- Each child has the right to be protected from harm
- Any action taken by a welfare organisation should be child centred and take into account cultural, religious, and ethnic background along with the child's gender, sexual orientation and any SEND needs
- Parents, children and carers are to be made aware of their rights and responsibilities alongside the power professionals have to intervene if required
- Being open with parents/carers about our policies-Child Protection policies are available for the parent/carer to view (available on our website)
- Views and wishes of the children and their parents will always be listened to and considered but there may be occasions where the child's/parents/carers' want for confidentiality cannot be upheld due to the possibility of harm coming to the child. This will be explained to the child/family and reassurance given.
- Personal information being kept on a strict 'need to know' basis. Personal Information will only be used by professional bodies where necessary to help protect the child's welfare (please see 'sharing information' section below)
- Staff providing jargon free explanations to the child/family regarding any possible safeguarding concerns.

Sharing Information:

Research and experience have repeatedly shown that keeping children safe from harm requires practitioners to record, analyse and understand the significance of the information they have about:

- A child's health and development and any exposure to possible harm;
- A parent who may need help, or may not be able to care for a child adequately and safely; and
- Those who may pose a risk of harm to a child.

Primary Sports Giants will ensure the following practices are adhered to when sharing personal information:

- Primary Sports Giants will always ensure that Information sharing is necessary, proportionate, relevant, accurate, timely and secure. A digital record will be kept of what has been shared, with whom and for what purpose and the reasoning behind it.
- The **UK GDPR and Data Protection Act 2018** do not prevent the sharing of information for the purposes of keeping children and young people safe. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare and protect the safety of children.
- Primary Sports Giants has the right to share personal information to other agencies regarding a child without parental consent if it is deemed that notifying family members may put the child at further risk.
- Primary Sports Giants staff will be open and transparent (with the child and, where appropriate, family members) about why, what, how and with whom information will be shared (unless the sharing of information with family members is likely to put the child at more risk)
- The law also requires the disclosure of confidential information if a child is deemed at risk of harm under **section 47 of the Children Act 1989**. Primary Sports Giants has a duty to cooperate with local authority services if they are opening a section 47 investigation.

Good practice guidelines for staff

All staff should be encouraged to demonstrate exemplary behaviour in order to promote children's welfare. All staff are encouraged to report any concerns they have with children, parents or other staff members.

The following are common sense examples of how to create a positive culture and climate. You should never:

- allow children to use inappropriate language unchallenged
- fail to act upon and record any allegations made by a child
- do things of a personal nature for children or disabled adults, that they can do for themselves

It may sometimes be necessary for staff or volunteers to do things of a personal nature for children, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents and the children involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk to them about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

Key Safeguarding Definitions and Signs

All staff must be aware of the following forms of abuse and the signs to look out for when working with children:

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. It may also include neglect of, or unresponsiveness to, a child's basic emotional, social and educational needs.
- **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.

Key behaviours from abusers could also include:

- **Controlling behaviour:** a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.
- **Coercive behaviour:** an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour such as:
 - aggressive behaviour towards others
 - withdrawing from others when previously sociable
 - excessive attention seeking with adults
 - Unwillingness to change clothes/ show arms and legs even in warm weather
- deterioration in a child's general well-being such as:
 - excessive weight loss
 - the child looks unkempt and uncared for
 - Constantly tired and preoccupied
- unexplained bruising or marks such as:
 - Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive);

- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally, for example the back, mouth, cheek, ear, stomach, chest, under the arm, neck, genital and rectal areas;
- The outline of an object used e.g. belt marks, hand prints or a hair brush;
- Linear bruising at any site, particularly on the buttocks, back or face;
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting;
- Bruising around the face;
- Grasp marks to the upper arms, forearms or leg or chest of small children;
- Petechial haemorrhages (pinpoint blood spots under the skin). These are commonly associated with slapping, smothering/suffocation, strangling and squeezing.
- Circular burns from cigarettes
- Linear burns from hot metal rods or electrical fire elements;
- Burns of uniform depth over a large area;
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water of its own accord will struggle to get out and cause splash marks);
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation.
- comments made by a child which give cause for concern such as:
 - over sexualised language for their age
 - particularly knowledgeable about drugs and/or alcohol
- 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.

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:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in intimate personal relationships between peers
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of 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

- consensual and non-consensual sharing of nude and semi-nude images and/or videos¹³ (also known as sexting or youth produced sexual imagery)
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and

Staff must follow the same procedures as used with suspected child abuse if they suspect or witness any of the above.

Please also see the **Behaviour and Bullying Policy**.

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

To help recognise the signs of radicalisation staff members should have completed the **Protect Duty** training.

Should you have any concerns regarding a child being at risk of radicalisation you must follow Safeguarding Procedures and report this immediately to your Safeguarding Lead who will contact the relevant agencies and where necessary will make a referral to the **Kent and Medway Prevent team** or contact the police.

Other Useful contacts:

The Department for Education has dedicated a telephone helpline (**020 7340 7264**) to enable staff to raise concerns relating to extremism directly.

Concerns can be raised by email: counterextremism@education.gsi.gov.uk. Please note that the helpline is not intended for use in emergency situations, such as a child being at immediate risk of harm or a security incident, in which case the normal emergency procedures should be followed.

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,

Updated March 2022

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.

Should you have any concerns regarding a girl being at risk of FGM you must follow Safeguarding Procedures and report this immediately to your Safeguarding Lead

Additional Guidance relating directly to FGM concerns can be found by calling the **NSPCC FGM Helpline: 0800 028 3550**

Child Criminal Exploitation and County Lines

Currently there is no statutory definition for Child Criminal Exploitation. However, it is covered within the Modern Slavery Act 2015 which sets out the offences of slavery, servitude and forced and compulsory labour in section 1, and human trafficking in section 2. Potential victims can be exploited in a number of ways, including sexual exploitation, forced labour, domestic servitude and criminal exploitation. Children may be forced to work in cannabis factories, move drugs, money or weapons across county lines or within their locality, launder money through their bank accounts or carry out crimes of theft or violence, particularly against other young people.

Signs of Child Criminal Exploitation:

Signs that a child might be at risk of Criminal Exploitation include:

- Persistently going missing from school or home and / or being found out-of-area;
- Unexplained acquisition of money, clothes, or mobile phones;
- Excessive receipt of texts / phone calls and/or having multiple handsets;
- Relationships with controlling / older individuals or groups;
- Leaving home / care without explanation;
- Suspicion of physical assault / unexplained injuries;
- Parental concerns;
- Carrying weapons;
- Significant decline in school results / performance;
- Gang association or isolation from peers or social networks;
- Self-harm or significant changes in emotional well-being.

Action to be taken:

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If abuse/neglect is witnessed/ suspected or any member of staff has significant concerns about a child's welfare they must contact the Designated Safeguarding lead (Tom Humphreys) as soon as possible in accordance with reporting and recording procedures.

The Designated Safeguarding Lead will use knowledge of Kent reporting and referral procedures, including guidance from the **Kent Support Levels Guidance Document** to assess the intervention that is required.

Primary Sports Giants Staff will be made aware of the **Department for Education's 'What to do if you're worried a child is being abused: advice for practitioners' document**.

Logging a concern

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the Primary Sports Giants **Welfare Concern Form** as soon as possible after the event. These forms can be found in the site folder and once completed should be handed directly to the Designated Safeguarding lead (Tom Humphreys) who will deal with the concern in the strictest confidentiality. 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.

When working in a partner school setting the record will be given to the Designated Safeguarding Lead within the school.

Dealing with Allegations:

Primary Sports Giants is committed to ensuring it fills its responsibility to protect all children in its care. Primary Sports Giants will not investigate allegations of abuse/ neglect themselves. On discovering an allegation of abuse or neglect the Designated Safeguarding Lead will contact the local statutory child protection agencies where appropriate after using the **Kent Support Levels Guidance Document** to help decipher the best course of action to help and protect the child, see below for Kent based service contacts:

- **Front Door/Social Services (Central Referral Unit):** (only use with levels 3 and 4 on the Kent Support Level Guidance Sheet) Monday to Friday, 8.30am to 5pm 03000 41 11 11, social.services@kent.gov.uk, Out of hours 03000 41 91 91
- **Front Door Services** Request for Support Form (online) can be found here: <https://kccchildrens.kent.gov.uk/web/portal/pages/home>
- **Kent Police** 101 (24 hours) or 999 in an emergency
- **Early Help and Preventative Services:** [Canterbury](mailto:CanterburyEarlyHelp@kent.gov.uk) - 03000 41 62 22 - CanterburyEarlyHelp@kent.gov.uk

Where appropriate Primary Sports Giants will discuss the possible need to refer to other agencies with parents/carers unless this may place the child at risk of Significant Harm, in which case the

Designated Safeguarding Lead will authorise the discussion of the referral with other agencies without parental knowledge.

The Designated Safeguarding lead will ensure that all **Welfare Concern Forms** are appropriately signed, dated and kept confidential.

Referring Allegations to Other Agencies:

When referring to other agencies the following procedure will apply:

- Contact will be made with the Central Referral Unit or Front Door services as early as possible by the Designated Safeguarding Lead (Tom Humphresy)
- The Designated Safeguarding Lead will convey as much information as possible to assist the referral process
- At all times the child's welfare and protection takes precedence. The parents/cares will be supported as much as we are legally able
- Primary Sports Giants will assist the relevant social services or police in any investigations arising from the referral

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 by the Designated Safeguarding Lead 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 on **020 3117 2520**

Training Completed by: Primary Sports Giants	<i>Tom Humphreys</i>	Date: 12/03/2022	Role: Founder
PSG Staff 1		Date:	Role:
PSG Staff 2		Date:	Role:
PSG Staff 3		Date:	Role:
PSG Staff 4		Date:	Role:
PSG Staff 5		Date:	Role:
PSG Staff 6		Date:	Role: