

Child Protection Policy

Our vision is: ‘Active, healthy, successful communities where everyone can play, achieve, and enjoy.’

Innov8 Sportz CIC is committed to creating and maintaining a safe and positive environment for all to participate. It accepts its responsibility to protect the welfare of all children, young people and vulnerable adult participants and protect them from poor practice, abuse, harm and radicalization.

Innov8 Sportz CIC will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. Innov8 Sportz CIC’s child protection procedures comply with all relevant legislation and with guidance issued by the Local Safeguarding Children Board (LSCB) to protect children, young people and vulnerable adults in our care.

There will be a Designated Safeguarding Lead (DSL) available at all times while Innov8 Sportz CICsessions are running. The DSL coordinates child protection issues and liaises with external agencies (e.g. Social Care, the LSCB and Ofsted).

Innov8 Sportz CIC will recruit responsibly by taking up at least two references, requesting proof of qualifications, relevant safeguarding, child protection and first aid training and arranging for DBS checks for all staff. For More information, please see our Recruitment Policy Appendix 0.

**Innov8 Sportz CIC’s Designated DSL is Jan Loughlin 07810508597.**

**Innov8 Sportz CIC’s Deputy DSL is Terry Bathe 07837535499**

**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. For more information, see Innov8 Sportz CIC’s Type of Abuse policy Appendix 1.

* What is Emotional abuse?

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.

* What is Physical abuse?

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.

* What is Sexual abuse?

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.

* What is Neglect?

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.

Signs of child abuse and neglect

* Signs of possible abuse and neglect may include:
* significant changes in a child's behaviour, Truanting form school, Change in appearance
* deterioration in a child’s general well-being
* unexplained bruising or marks
* comments made by a child which give cause for concern
* 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.
* Sexual problems such as STD or pregnancy.
* What is Female Genital Mutilation (FGM)?

FGM is **sometimes referred to as female circumcision, female genital cutting refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal within the UK and to preform FGM on any UK resident outside of the UK is also illegal.**

* What is Child Sexual Exploitation (CSE)?

CSE is a form of sexual abuse in which a child or young person is forced or manipulated into sexual activities, often in exchange for alcohol, drugs, attention of or gifts.

* What is Peer-on-peer abuse?

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. Abuse is abuse and should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.

Peer on Peer Abuse could include:

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

See Innov8 Sportz CIC’s Anti-Bullying Policy Appendix 2.

* What is Extremism and radicalisation?

Extremism: the word extremism is usually used to describe promoting or acting on extreme beliefs that are linked with violence.

Radicalisation: the word radicalisation is used to describe how a person may end up promoting and acting on extreme violent beliefs.

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, e.g.:

* 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 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.

See Innov8 Sportz CIC’s Prevent Duty Policy for more information Appendix 3.

Children with Special Educational Needs (SEN) and Disabilities

Additional barriers can exist when recognising abuse and neglect in relation to children with SEN and disabilities.

Children with special educational needs and disabilities are at higher risk of harm than most children, yet keeping them safe can be more of a challenge. For children with the most profound difficulties, with little or no verbal communication and a need for intimate care, their vulnerability is extremely high.

Key issues for safeguarding children with disabilities include:

* social isolation
* reliance on others for personal care
* impaired capacity to resist or report abusive behaviour
* reduced access to someone to tell
* especially vulnerable to bullying and intimidation
* more frequently away from home, eg. in hospital, respite care or residential living

**If abuse is suspected or disclosed**

Staff or volunteers must:

* Report and record any concern or disclosure, accurately, objectively and in full, using Innov8 Sportz CIC’s Child Welfare and Child Protection Concerns Sheet.
* Share information, as appropriate to the set of circumstances, with your manager, Head Coach, Innov8 Sportz CIC’s appointed Child Protection Officer and any other relevant parties.
* Take responsibility for ensuring action is taken by following the Local Safeguarding Area Board’s advice as illustrated in the “What to do if you’re worried a child is being abused or neglected” flow chart.

Innov8 Sportz’ Management Team will:

* Manage and respond to concerns and disclosures, following national guidance
* Work in partnership with the statutory agencies, where applicable
* Form a disciplinary panel as required, and act upon and communicate the outcome of any disciplinary hearing, in line with its Disciplinary Procedures
* Support staff members, volunteers and partners to adopt and implement Innov8 Sportz CIC’s Child Protection Policies, Procedures and Guidelines, through training and ongoing development
* Provide access to the DBS check service for staff and volunteers to be checked
* Monitor policy and procedures on a regular basis and review fully on a one-yearly cycle, unless:
* There is a major change in legislation and government guidance
* There is a procedural review as a result of a major case.

Innov8 Sportz CIC will notify Ofsted and the local child protection agency of any serious accident, illness or injury to, or death of, any child while in their care, and of the action taken. Notification will be made as soon as is reasonably practicable, but in any event within 14 days of the incident occurring.

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 Using Innov8 Sportz CIC’s Child Welfare and Child Protection Concerns Sheet.

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using the Innov8 Sportz CIC’s Child Welfare and Child Protection Concerns form. If a third party expresses concern that a child is being abused, we will encourage them to contact Social Care directly. If they will not do so, we will explain that Innov8 Sportz CIC is obliged to and the incident will be logged accordingly.

**Logging a concern**

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the Innov8 Sportz CIC’s Child Welfare and Child Protection Concerns form 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 Innov8 Sportz CIC’s DSL, **Jan Loughlin,** who will decide on the appropriate course of action using the ‘What to do is you’re worried a child is being abused’ flow chart.

For concerns about child abuse, the DSL will contact Social Care. The DSL will follow up all referrals to Social Care in writing within 48 hours. If a member of staff thinks that the incident has not been dealt with properly, they may contact Social Care directly.

For minor concerns regarding radicalisation, the DSL will contact the Local Safeguarding Children Board (LSCB) For more serious concerns the DSL will contact the Police on the non-emergency number (101), or the anti-terrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the Police using 999.

**Allegations against staff**

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

* The allegation will be recorded on an Innov8 Sportz CIC’s Incident, Accident or Existing injuries form. Any witnesses to the incident should sign and date the entry to confirm it.
* The allegation must be reported to the DSL, Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (e.g. police) should be informed, and the Innov8 Sportz will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
* Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.
* If appropriate the Innov8 Sportz will make a referral to the Disclosure and Barring Service.

**Promoting awareness among staff**

Innov8 Sportz CIC promotes awareness of child abuse and the risk of radicalisation through its staff training. Innov8 Sportz CIC ensures that:

* the designated DSL **Jan Loughlin** has relevant experience and receives appropriate training in safeguarding, child protection and the Prevent Duty, and is aware of the Channel Programme and how to access it
* designated person training is refreshed every three years
* safe recruitment practices are followed for all new staff
* all staff have a copy of this 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 and child protection training, and safeguarding is a permanent agenda item at all staff meetings
* all staff receive basic training in the Prevent Duty
* Innov8 Sportz CIC’s procedures are in line with the guidance in ‘Working Together to Safeguard Children (2015)’ and staff are familiar with the guidance in ‘What to Do If You’re Worried A Child Is Being Abused (2015)’.

**Use of mobile phones and cameras**

Photographs will only be taken of children with their parents’ permission. Their consent is given on Innov8 Sport CIC’s consent form which must be completed for every participant before joining an Innov8 Sportz CIC session.

Innov8 Sportz CIC will NOT use both names of the child and photo of the child together and will never give out personal details with this information.

Only the Innov8 Sportz CIC cameras will be used to take photographs of children and photographs will only be taken during the normal course of a session or a pre- arranged special event.

Staff, parents or children may not use their personal mobile phones to take photographs or make telephone calls during an Innov8 Sportz CIC session.

All staff personal mobile phones are to be kept out of reach of children. Staff must NOT have personal mobile phones on their person during any Innov8 Sportz CIC session.

Contact numbers

**Social Care: Email** [**child@westberks.gov.uk**](mailto:child@westberks.gov.uk) **Telephone:01635 503090**

**LADO (Local Authority Designated Officer): Esther Blake, 0118 937 3269 or** [**esther.blake@reading.gov.uk**](mailto:esther.blake@reading.gov.uk)**.**

**LSCB (Local Safeguarding Children Board):** [**01635 503090**](tel:01635%20503090)

**Police: 101 (non-emergency) or 999 (emergency)**

**Anti-terrorist hotline: 0800 789 321**

**NSPCC: 0808 800 500**

**Ofsted: 0300 123 1231**

This policy was adopted by: Innov8 Sportz CIC in September 2016, was reviewed in October 2018 and due to be reviewed in September 2019 Signed: