



## 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.

Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment; preventing impairment of children's Mental and Physical 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

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 CIC-sessions 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 Safer Recruitment Policy.

**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.

- 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 from school, change in appearance
- deterioration in a child's general well-being or mental health
- 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.

### Mental Health and links to abuse

Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

- 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 perform 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 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".

All staff should be aware that children can abuse other children and that it can happen both inside and outside of school or our setting and online. It is important that all staff recognise the indicators and signs of peer on peer abuse and know how to identify it and respond to reports.

All reports of peer on peer abuse must be taken seriously and acted upon in line with the behaviour policy.

All staff should understand, that even if there are no reports it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important, if staff have any concerns regarding peer on peer abuse, they should speak to their designated safeguarding lead (or deputy).

It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Peer on peer abuse is most likely to include, but may not be limited to:

- Bullying (including cyber bullying)
- Physical abuse such as hitting, shaking, kicking, biting, hair pulling, or otherwise causing physical harm.
- Sexual violence such as rape, assault by penetration, sexual assault.
- Sexual harassment such as sexual comments, remarks, jokes, online sexual harassment, which may be stand alone or part of a wider pattern of abuse.
- Consensual and non-consensual sharing of nudes and semi-nude images or videos.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or engage with sexual activity with a third party.
- Upskirting which involves taking a picture under a person’s clothes without their consent with the intention of viewing their genitals or buttocks to gain sexual gratification or to cause the victim humiliation, distress or alarm.
- Upskirting is a criminal offence under The Voyeurism Act(2019)
- Initiation or hazing type violence and rituals

All staff should be clear as to Innov8 Sportz CIC’s policy and procedures with regards to peer on peer abuse and the important role they have to play in preventing it and responding where they believe a child may be at risk from it.

All staff should be clear aware of the dedicated NSPCC helpline, a helpline to support victims of sexual harassment and abuse in education settings. Tel: 0800136663

For more information see Innov8 Sportz CIC’s Anti-Bullying Policy.

- What is Contextual Safeguarding?

Contextual Safeguarding is an approach to understanding, and responding to, young people’s experiences of significant harm beyond their families.

It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people’s experiences of extra-familial abuse can undermine parent-child relationships. Therefore, children’s social care practitioners need to engage with individuals and sectors who do have influence over/within extra-familial contexts, and recognise that assessment of, and intervention with, these spaces are a critical part of safeguarding practices.

Contextual Safeguarding, therefore, expands the objectives of child protection systems in recognition that young people are vulnerable to abuse in a range of social contexts.

- 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.

For more information see Innov8 Sportz CIC's Prevent Duty Policy.

- What is Child Criminal exploitation, Serious violence; and gang related activity?

A street gang can be described as a relatively durable, predominantly street-based group of children who see themselves (and are seen by others) as a discernible group for whom crime and violence is integral to the group's identity. A street gang will engage in criminal activity and violence and may lay claim over territory (not necessarily geographical for example it could include an illegal economy territory). They have some form of identifying structure featuring a hierarchy usually based on age, physical strength, propensity to violence or older sibling rank. There may be certain rites involving antisocial or criminal behaviour or sex acts in order to become part of the gang. They are in conflict with other similar gangs.

An organised criminal group is a group of individuals normally led by adults for whom involvement in crime is for personal gain (financial or otherwise). This involves serious and organised criminality by a core of violent gang members who exploit vulnerable young people and adults.

This may also involve the movement and selling of drugs and money across the country, known as 'county lines' because it extends across county boundaries and is coordinated by the use of dedicated mobile phone lines. It is a tactic used by groups or gangs to facilitate the use of vulnerable people or children to sell drugs in an area outside of the area in which they live, which reduces their risk of detection.

Selling drugs across county lines often involves the criminal exploitation of children and young people. Child criminal exploitation, like other forms of abuse and exploitation, is a safeguarding concern and constitutes abuse even if the young person appears to have readily become involved. Child criminal exploitation is typified by some form of power imbalance in favour of those perpetrating the exploitation and usually involves some form of exchange (e.g. carrying drugs in return for something). The exchange can include both tangible (such as money, drugs or clothes) and intangible rewards (such as status, protection or perceived friendship or affection). Young people who are criminally exploited are at a high risk of experiencing violence and intimidation and threats to family members may also be made.

Gangs may also target vulnerable adults and take over their premises to distribute Class A drugs in a practice referred to as 'cuckooing'.

Children who are at risk of criminal exploitation or serious violence may display the following indicators:

- Children who have increased absence from school;
- Children who go missing;
- Children who have a change in friendships;
- Children who have friendships with older individuals or groups;
- Children who have unexplained gifts or money
- Children who display a significant decline in performance;
- Children whose wellbeing declines

Advice for staff is available in the Home Office Guidance Preventing Youth Violence and Gang Involvement and Criminal exploitation of children and vulnerable adults: county lines guidance.

For more information see Innov8 Sportz CIC's Types of Abuse Policy.

### 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 Partnership'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 Partnership. 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.

### **Low Level Concerns**

The safety and wellbeing of children in our care is dependent on the vigilance of all our staff and their prompt communication to the DSL, Childcare Manager or Head Coach of any concerns, no matter how small, about any conduct by an adult which causes you to doubt that adult's suitability to work with or have access to children. All references in this section to "adult" should be interpreted as meaning any adult working for Innov8 Sportz CIC who provides care or activities for children under 18 years, including volunteers and contractors.

The notification and prompt and appropriate handling of all concerns about adults is fundamental to safeguarding children. It helps to identify and prevent abuse and to protect adults against misunderstandings or misinterpretations. It also encourages openness, trust and transparency and it clarifies expected behaviours. Those raising concerns or reporting allegations in good faith will always be supported, and adults in respect of whom concerns or allegations have been raised will not suffer any detriment unless the concern or allegation is found to be substantiated.

This policy, if correctly implemented, should encourage an open and transparent culture; enable Innov8 Sportz CIC to identify concerning, problematic or inappropriate behaviour early; minimise the risk of abuse; and ensure that adults working in or on behalf of Innov8 Sportz CIC are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of our organisation.

### **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 (2018)' 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:

West Berkshire

**Berkshire West Safeguarding Children Partnership -**

<https://www.berkshirerwestsafeguardingchildrenpartnership.org.uk/scp>

Contact Advice Assessment Service (CAAS) within working hours on 01635 503090 for a member of staff to deal with your concern, alternatively email [child@westberks.gov.uk](mailto:child@westberks.gov.uk)

**Children's Services Out of Hours Emergency Duty Service (EDT)**

EDT are available when the West Berkshire Council offices are closed if there is an emergency safeguarding concern. This includes evenings, 24 hours on weekends and bank holidays. Please contact EDT by telephone 01344 786543 or email [edt@bracknell-forest.gov.uk](mailto:edt@bracknell-forest.gov.uk)

If you have a concern about a member of staff working with children (in either a paid or voluntary capacity) please contact the Local Area Designated Officer (LADO) on 01635 503153 or [LADO@westberks.gov.uk](mailto:LADO@westberks.gov.uk)

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

Wiltshire

**Wiltshire Safeguarding Vulnerable People Partnership - [www.wiltshirescb.org.uk](http://www.wiltshirescb.org.uk)**

**Wiltshire Multi-Agency Safeguarding Hub (MASH) 0300 456 0108**

**(08:45am-5pm Mon-Thurs) and (8:45am-4pm) Friday**

**Emergency Duty Service 0300 456 0100 (5pm - 8.45am)**

If you have significant safeguarding concerns about someone who is working or volunteering with children and young people, call 0300 456 0100 and ask to speak to the Local Area Designated Officer (LADO) in Wiltshire for advice.

Either County

You can contact the NSPCC on 0808 800 5000 (free service, lines open 24 hours a day). They will listen to your concerns, offer advice and support and can take action on your behalf if a child is in danger. You can also report concerns anonymously. For further information or to report your concerns online visit: [nspcc.org.uk/what-you-can-do/report-abuse/](http://nspcc.org.uk/what-you-can-do/report-abuse/)

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

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

**Ofsted: 0300 123 1231**

This policy was adopted by: Innov8 Sportz CIC in September 2016, was reviewed in October 2018, 2019, 2020 and 2021 and is due to be reviewed in September 2022.