CHILD PROTECTION /SAFEGUARDING PUPILS POLICY

CHILD PROTECTION /SAFEGUARDING PUPILS POLICY

INTRODUCTION

Football and Fitness fully recognises the contribution it can make to protect children and support pupils in school. The aim of the policy is to safeguard and promote our pupils, welfare, safety and health by fostering an honest, open, caring and supportive climate. The pupils welfare is of paramount importance.

The main elements to our child protection policy:

1. Prevention (e.g positive school atmosphere, teaching and pastoral support to pupils)
2. protection (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns)

3. Support (to pupils and school staff and to children who may have been abused)

This policy applies to all coaching staff within their school.

Where Football and Fitness provides service or activities directly under the instruction of school staff, the school's arrangement for child protection will apply. Where services or activities are provided separately by another body, the governing body should seek assurance that the body concerned has appropriate policies and procedures in place to safeguard and protect children and there are arrangements to liaise with the school on these matters where appropriate.

This policy is consistent with:

the legal duty to safeguard and promote the welfare of children, as described in section 175 of the Education Act 2002 [or section 157 of the Education Act 2002 for independent schools and academies] and the Statutory guidance "*Keeping children safe in education – Statutory guidance for schools and colleges*", *Updated 1st September 2023* Keeping children safe in education - GOV.UK (www.gov.uk)
and "*Working Together to Safeguard Children*", *updated December 2023* . Working together to safeguard children - GOV.UK (www.gov.uk)

Company commitment

The company adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff hope that children and parents will feel free to talk about any concerns and will see school as a safe place when there are difficulties. Children's worries and fears will be taken seriously, and children are encouraged to seek help from members of staff.

Our Company will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to
- Ensure that children know that us as coaches and teachers in the school whom they can approach if they are worried and in difficulty
- Include in the curriculum activities and opportunities for PHSE/citizenship which equip children with skills they need to stay safe from abuse, and which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies
- Operate safe recruitment procedures and make sure that all appropriate enhanced CRB checks are carried out on new staff and volunteers who will work with the children and checked against the barred list.

All recruitment procedures are to include :

- an individual CV, relevant of minimal level 2 qualifications in subjects relating to coaching
- Relevant First Aid and Safeguard qualifications
- interview process to determine characters are suitable and able to work with children
- minimal 20 hours support coaching with Lee Harriman / Steve Fenton (company partners) to ensure new coaches are suitable, supportive and aware of roles to be taken by themselves as a coach. Football & Fitness work to tailor made session plans that support the national curriculum.

Roles and responsibilities

In case of allegations against Staff or volunteers, we would inform the Safeguarding Children Board of the allegation. In discussion with this person it will be possible to decide:

- who, and how, the child's parents should be informed, if they have not already been told
- when to inform the accused person of the allegation
- whether a strategy discussion is needed
- **to inform the police if a criminal offence may have been committed**
- whether any disciplinary action needs to wait for completion of police enquiries
- the next steps to be taken by the organisation, if it is clear that

investigations by police and enquiries by Children's Social Care are not necessary.

Allegations against Staff

Staff and volunteers have all been given clear guidance about what will happen if an allegation is made about their behaviour. The allegation may be a concern that they may be unsuitable to work with children or that they have abused or maltreated a child or young person, or may do so.

Where an allegation is made against a member of coaching staff, the matter will be immediately reported to the designated person for child protection, the proprietor who will in turn liaise with the allegations manager within the school to determine the way ahead.

Steps followed

1. initial allegation from school teacher/parent/ carer regarding incident
2. Lee Harriman / Steve Fenton to discuss allegation to record with the above persons to gather evidence
3. Member of staff to be informed of allegation and record events relating to the allegations
4. determining the outcome of the allegation, our procedures would then be to:

· inform the police of a potential criminal offence

- make enquiries to Children's Social Care as to whether action is needed to protect a child
- we would take any disciplinary action we feel appropriate. Our actions would be given very careful thought regarding suspension or dismissal from coaching services

All our staff working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. There are however key people within the schools we provide services to and within our organisation who have specific responsibilities.

The designated persons for protection are :

- Lee Harriman / Steve Fenton (Football & Fitness partners)
- Head teacher
- Deputy head teacher

The role of the designated senior person for child protection includes:

Referrals

- Refer cases of expected abuse or allegations to the relevant investigating agencies
- Act as a source of support, advice and expertise within the educational establishment when deciding whether to make a referral by liaising with relevant agencies
- Liaise with the Head teacher to inform them of any issues and ongoing investigations and ensure there is always cover for this role

Training

- To recognise how to indentify signs of abuse and when it is appropriate to make referrals
- all staff working on behalf of Football & Fitness must have completed a safeguarding children workshop which are to be updated to be valid every 2 years to understand various signs of abuse and appropriate ways to deal with these matters
- Each member of staff has access to and understands the schools child protection policy especially new or part time staff
- Ensure all staff have induction training covering child protection, which is repeated at least every 3 years and are able to recognise and report any concerns as soon as they arise
- Be able to keep detailed, accurate and secure written records of referrals/concerns

Raising Awareness

- Ensure the establishment's child protection policy is updated and reviewed annually, and work with the proprietor regarding this

- Ensure parents see copies of the child protection policy which alerts them to the fact that referrals may be made and the role of the establishment in this is to avoid conflict later

Head teacher

The Head teacher of schools will ensure that:

- The policies and procedures adopted by Football and Fitness are fully implemented, and followed by all coaching staff
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meeting, and contributing to the assessment of children
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies

Procedures

Where it is believed that a child may be suffering, or may be at risk of suffering significant harm, the school will follow the area child protection committees procedure and guidance.

Information for parents is contained within the schools prospectus.

Confidentiality / how to deal with a disclosure from a child

When a child discloses a matter;

- **Stay calm and listen**
- **Reassure the child they have done the right thing nothing wrong**
- **Be supportive**
- **Gather and record essential facts / information given**
- **Report**
- **Tell them what will happen next**

- We recognise that all matters relating to child protection are confidential and designated staff will only disclose information about a pupil to other members of staff on a need to know basis only

- All coaching staff must be aware that they have a professional responsibility to share information with other relevant agencies in order to safeguard and protect children
- All coaching staff must be aware that they can not promise a child confidentiality regarding matters relating to child protection

1) Reporting a Concern

If staff receive a disclosure from a child or have any immediate safeguarding concers, the following steps are taken

i. Staff to contact DSL immediately to disclose information , write a dated and timed note of what has been disclosed or noticed, said or done.

ii. Report immediately to the Chair DSL , Lee Harriman

iii. Pass on the written record, password protected if sent electronically

2) Contacting LADO / additional services

Should the Chair DSL need to contact the safeguarding team, the following contacts are listed below

Head of Service - Safeguarding Improvement and Quality Assurance

Kelda Claire 0116 3059084 / 07507686100

LADO / Allegations:
Mark Goddard 0116 305 7597
Safeguarding Development Officers:
Simon Genders 0116 305 7750
Ann Prideaux 0116 3057317

First Response Children's Duty (Same-day referrals)
Telephone 0116 3050005
Email childrensduty@leics.gov.uk
Address First Response Children's Duty
Room 100b
County Hall
Championship Way
Glenfield
LE3 8RF

Records and Monitoring

Well kept records are essential to good child protection practice. All coaching staff are clear about the need to record and report concerns about a child or children within settings directly to the course lead . The designated senior person is responsible for such records and for deciding at what point these records should be passed over to other agencies. Child protection records are held separately from a child's school file and in a secure place. All incidents are recorded in our Course handbooks separate for each venue. These are kept at our main office at 38 Cosby Road Countesthorpe Leicester Le8 5Pe. Further detailed reports may be created following this which are stored in our safeguarding incidents folder online which are confidential/ password protected.

Supporting Pupils at Risk

Our company recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. School may be the only stable, secure and predictable element in the lives of children at risk. Whilst at school, their behaviour may still be challenging and defiant, and there may even be moves to consider suspension or exclusion from school.

It is also recognised that some children that have experienced abuse may in turn abuse others. This requires a considered, sensitive approach in order that the child can receive appropriate help and support.

The company will endeavour to support pupils through:

- The supported curriculum, to encourage self-esteem and self-motivation
- The school ethos, which promotes a positive, supportive and secure environment, and which gives all pupils and adults a sense of being respected and valued
- The implementation of behaviour management policies
- A consistent approach, which recognises and separates the courses of behaviour from that which the child displays. This is

vital to ensure that all children are supported within the school setting
- Regular liaison with other professionals and school teaching staff who support the pupils and their families
- A commitment to develop productive, supportive relationships with parents, whenever it is the child's interest to do so
- The development and support of a responsible and knowledgeable staff trained to respond appropriately in child protection situations

The available UK evidence on the extent of abuse among disabled children suggests that some may be especially vulnerable to abuse, for example those who have difficulty communicating. Coaching staff who work, in any capacity, with children with profound and multiple disabilities, sensory impairment and/or emotional and behaviour problems will be particularly sensitive to signs of abuse.

It must also be stressed that in a home where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support.

Football & Fitness Designated Safeguard Lead personel

Chair Lead Lee Harriman 07745649804 lee@footballandfitness.co.uk

Deputy Lead Steve Fenton 07738920229 steve@footballandfitness.co.uk

DSL Leads

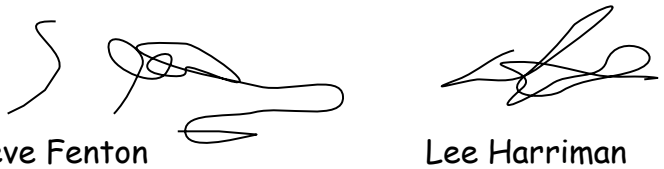
Paul Barley
Sam Wesson
Alex Kinally

In addition to this, please contact the local authority Leicestershire and Rutland Safeguarding Partnerships Business Office - L.A.D.O. (Local Authority Designated Officer) (lrsb.org.uk)

- https://www.leicestershire.gov.uk/leisure-and-community/community-safety/report-abuse-or-neglect-of-a-child

Date September 2023

Signed on behalf of Football & Fitness



Steve Fenton Lee Harriman

Partners

Date of next review

August 2024