



Safeguarding and Child Protection Policy

Overview and Intent

Kinetic Sports Group is committed to ensuring that all children are kept safe from harm and this includes abuse and maltreatment. We understand our duty to the children, parents and staff to act promptly and effectively if we are concerned about someone's welfare. As part of our duties to protect children, as defined in HM Government 'Working Together to Safeguard Children' 2018 we will:

- **Protect children from maltreatment**
- **Prevent the impairment of children's health of development**
- **Ensure that children are growing up in circumstances consistent with the provision of safe and effective care**
- **Take action to enable all children to have the best outcomes**

Legal Context

This policy takes in to account the following legislation and best practice guidance:

Early Years Foundation Stage Statutory Framework 2021

Children Act 1989

Children Act 2004

Childcare Act 2006

Safeguarding Vulnerable Groups Act 2006

Working Together to Safeguard Children 2018

Counter Terrorism and Security Act 2015

Keeping Children Safe in Education 2022

What to do if you are worried a child is being abused (2015)

Female Genital Mutilation Act 2003

Procedures

- We have 2 members of staff trained to level 3, at all times who take on the role of Designated Safeguarding Lead (George Allen) and Deputy Designated Safeguarding Lead (Jess Weir)
- All staff members have training on safeguarding and child protection and this is also covered as part of their induction. Training includes recognising potential signs, symptoms and behaviours and knowing what action to take if there are concerns about someone's welfare
- All staff and volunteers are aware of the expected behaviours and the legal duty to safeguard children
- We will create an environment where children feel valued and listened to, fostering positive relationships between adults and children
- We will have positive role models and have a safe culture within our organisation where staff, volunteers and other adults are confident to ask questions and raise any questions
- We encourage children to be confident and independent so they can develop the skills to protect themselves or seek help or support
- We will ensure that there is tolerance between everyone connected with our service. We will take bullying seriously and take actions to support all concerned
- We will ensure that staff and volunteers have the knowledge and skills to be able to identify children or families that may need additional support or services
- We are aware that some children may be more vulnerable to abuse (Special educational needs and disabilities, looked after children, children who have had adverse childhood experiences, children who have been exposed to the toxic trio, isolated and vulnerable families)
- The use of the internet, social media and on-line services can enhance children's development but can also be detrimental. We will ensure that children who access the internet or social media whilst in our care do this safely
- We will sometimes take photographs and videos of children to share with parents, partners or for marketing. This will be only done with Kinetic Sports devices and only with the permission of parents or carers

- We will share information with other services and agencies as appropriate, paying attention to any data protection legislation or child protection legislation, as required
- Any concerns regarding staff conduct will be dealt with swiftly, with children's safety being paramount
- All staff and volunteers will have gone through a robust recruitment process including obtaining references and a DBS check
- Parents and carers can access our Safeguarding policy via our website

Definitions of Abuse

Kinetic Sports Group understands that abuse can take many different forms and that it can take place in the family, in institutions, in the community or remotely via the internet or a phone. Abuse can be inflicted on an adult or adults and by a child or children.

The following categories and definitions are some examples:

Physical Abuse – any physical harm inflicted on an individual. This includes but is not limited to: hitting, punching, kicking, hair pulling, pinching, biting, burning, female genital mutilation, breast ironing and fabricated or induced illness.

Signs, symptoms and behaviours may include injuries, bruises, inability to move around or sit, persistent unexplained injuries and illnesses and bald patches. Children may copy aggressive behaviour and this may be seen through play or they may be withdrawn.

Emotional Abuse – any harm that has a negative impact on an individual's wellbeing. This includes but is not limited to: name calling, withholding affection, exposure to domestic abuse or domestic violence, preventing social contact, child criminal exploitation, cuckooing, county lines and hostility.

Signs, symptoms and behaviours may include being clingy, fearing a particular person, seeking attention, low self-esteem, low confidence, regression or being withdrawn.

Sexual Abuse – any exposure to sexual activity. This includes but is not limited to: forcing or encouraging a child to take part in sexual activity, penetrative and non-penetrative activity, exposure to pornographic material or taking indecent photographs of children.

Signs, symptoms and behaviours may include awareness of sexual activity or language which is not expected for the age or stage of development, injuries in the genital area, disclosure through talking, drawing or playing, pregnancy, unexpected gifts or money and sexually transmitted infections.

Neglect – a failure to meet a child’s basic needs and this may include but is not limited to inadequate supervision, inappropriate/inadequate feeding, lack of stimulation, poor attendance, inappropriate clothing and a failure to seek medical attention when needed.

Signs, symptoms and behaviours may include an unkempt appearance, on-going medical issues, hunger, overweight, streetwise or missing from services.

Domestic Abuse – any exposure to domestic abuse which could include hearing, observing or witnessing verbal, emotional or physical abuse in the home environment or being involved or the victim of honour based abuse and forced marriage.

Signs, symptoms and behaviours may include being fearful of a particular person, being protective of a particular person or disclosure through talking, drawing or playing.

Reporting Procedures

- All staff and volunteers have the legal responsibility to report any concerns they have
- All concerns should be discussed with the Designated Safeguarding Lead or the Deputy, as soon as possible
- Confidentiality should be maintained and concerns should not be discussed with anyone who does not need to know
- A written report should be completed detailing the facts including what the child said or did and any marks or injuries. The report should include the child’s name, address, age and date of birth, date and time of the disclosure, location of the disclosure, exact words the child said, exact location of any injuries or marks seen and other details that are relevant, the name and contact details of the person completing the form, any witnesses and the name and contact details of the DSL. If the parents or carers have been spoken to this should also be recorded on the form.
- If appropriate, the concerns will be discussed with the parents or carers. If there are concerns around the safety of this, the DSL will contact MASH (Local Authority Multi Agency Safeguarding Hub)
- If the DSL is concerned the DSL will contact MASH (Local Authority Multi Agency Safeguarding Hub)
- If the DSL believes that someone is in immediate danger the DSL will contact the police via 999
- The DSL will keep in contact with MASH, as appropriate

- If the DSL believes the concern has not been followed up a further referral will be made
- Where Kinetic Sports Group are providing a service to a school or other establishment, any concerns will be referred to the organisation's safeguarding officer

How to respond to a child's disclosure

Some disclosures may be indirect such as a disclosure through their play. In this instance the child should not be further questioned or taken from their play.

When a direct disclosure is made the member of staff should respond appropriately and the following should be considered:

- Give them full attention
- Keep body language open and give the child space to say what they need to
- Be encouraging, say things such as 'you have done really well to tell me this'
- Do not interrupt the child, let them go at their own pace
- Show understanding and make it clear that you are interested
- Check your own understanding
- Do not show signs of shock or disgust
- Reassure the child that they have done the right thing and that abuse is never the child's fault
- Do not ask leading questions or make suggestions to the child

Managing allegations against staff and volunteers

Allegations against staff or volunteers may include behaviour which has harmed or may have harmed a child, possibly committed a criminal offence against or related to a child, behaves in a way which could indicate they are a risk to a child or children or behaves in a way that could indicate that they are not suitable to work with children. This will be followed for any allegation made, whether related to Kinetic Sports Group activities or not and will include any current or historical allegation.

- If an allegation is made against a member of staff or a volunteer this must be referred to the DSL. If the DSL cannot be contacted then the Whistleblowing Policy must be followed
- If the service is Ofsted registered, Ofsted will be informed
- The Local Authority Designated Officer (LADO) will be informed immediately (must be within 24 hours) and we will follow their advice and requirements
- An internal investigation will not take place, unless instructed to do so by the LADO
- Kinetic Sports Group reserves the right to suspend a member of staff, pending any investigations and/or seeking legal advice

If an individual needs to make an allegation regarding the Designated Safeguarding Lead the Local Authority Designated Officer (LADO) must be contacted (see below).

Contacts

Kinetic Sports Group

Designated Safeguarding Lead – George Allen – 01803 302296

Deputy Safeguarding Lead – Jess Weir – 01803 302296

Additional Safeguarding Leads for Kinetic Sports Group

Brendan Budd - 07342847093

Sean Kirk - 01803 302296

Local Authority Contacts

Torbay Multi Agency Safeguarding Hub (MASH) – 01803 208100 or mash@torbay.gov.uk Out of hours – 0300 4564 876

Torbay Local Authority Designated Officer (LADO) – 01803 208541

Devon Multi Agency Safeguarding Hub (MASH) – 0345 155 1071 or mashsecure@devon.gov.uk

Devon Local Authority Designated Officer (LADO) – 01392 384964

National Contacts

Police – 999 – Please call if someone is in immediate danger

Police – 101 – Please call for any non-emergency situations

Ofsted 0300123 1231
NSPCC 0808 800 5000

Date	Summary of Changes	Other Comments
28 th February 2023	Policy Adopted	Revision due 27/2/2024