



## **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' 2026 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 2025

Children Act 1989

Children Act 2004

Childcare Act 2006

Equality Act 2010

Safeguarding Vulnerable Groups Act 2006

Working Together to Safeguard Children 2026

Counter Terrorism and Security Act 2015

Keeping Children Safe in Education 2025

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

Female Genital Mutilation Act 2003

Sexual Offences Act 2003

Voyeurism (Offences) Act 2019

## **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 Allen)
- 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 evidence their development and to share with parents, partners or for marketing. Photographs and videos will be only taken with Kinetic Sports devices and only with the correct permissions in place from parents or carers. Staff, volunteers and children are not permitted to take any images on their own personal devices, this includes but not limited to: mobile phones, cameras and smart watches/devices
- 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 go through a robust recruitment process including obtaining 2 references, 1 from their most recent employment (where applicable), ID checks, qualification checks, an interview process and a DBS check. Staff will have an

induction before starting work directly with children and will be supervised until they are deemed competent to work independently

- 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. Abuse may be unintentional or intentional.

The following categories and definitions are some examples:

**Physical Abuse** – any physical harm inflicted on an individual. This includes but is not limited to:

- Directly inflicted physical harm such as hitting, punching, kicking, hair pulling, pinching, biting or burning. Signs, symptoms and behaviours may include injuries, bruises, inability to move around or sit, bald patches. Children may be wearing clothing that covers up injuries. Children may copy aggressive behaviour and this may be seen through play or they may be withdrawn.
- Female genital mutilation – this is the partial or total removal of the external female genitalia for non-medical reasons. It may be referred to as female circumcision or cutting. Girls may talk about a special party, they may be taken out of the country (not always) and they may have physical symptoms such as pain, shock, bleeding and infections. They may have difficulty moving around or participating in physical activity

- Breast ironing – this may also be referred to as breast flattening. This often starts around puberty and where the breasts are bound to prevent growth to make the child ‘less womanly’ and to protect them from harassment, rape and forced marriage. Signs and symptoms may include abscesses and cysts, tissue damage, pain, fever, disappearance or abnormal growth of breasts. Children may have difficulty moving around or moving their arms, they may not want to get undressed and a change in behaviour
- Fabricated or induced illness – caregiver(s) exaggerates, fabricates (makes up) or induces an illness or illnesses in order to receive attention, receive support or to have closeness to the child. There may be persistent and/or unexplained injuries and illnesses. There may be inconsistent reports regarding an illness
- Faith abuse – caregiver(s) use religious, cultural or spiritual beliefs to justify inflicting harm on an individual, for example, beatings, starving or emotional abuse. Signs, symptoms and behaviours may include injuries, bruises, inability to move around or sit, bald patches. Children may be wearing clothing that covers up injuries. Children may be hungry or show signs of weight loss.

**Emotional Abuse** – any harm that has a negative impact on an individual’s wellbeing. This includes but is not limited to:

- Name calling – this is where a child is called names or belittled. It can impact their confidence and self esteem. They may be willing to try new activities through fear or failure or ridicule. They may be withdrawn. They may repeat their abuse through play. Name calling can be from within or outside of the family home
- Withholding affection – this is a where a child is not given affection by parents or carers or treated unfavourably compared to other siblings. It can impact their ability to form attachments and relationships with others. They may have difficulty self-regulating and there may be behaviour concerns
- Exposure to domestic abuse or domestic violence – a child does not need to directly witness domestic abuse in the home environment to be impacted by it. They may have an awareness of the abuse happening through hearing. The child may be upset and confused. They may be withdrawn or there may be a change in behaviour. They may be clingy to a particular adult or worried about them when they are not together. Forced marriage is a form of domestic abuse where one person is forced to marry someone or two people are forced to marry through threats, which may

include the use of physical violence, making someone feel like they bring shame on their family or sexual violence.

- Preventing social contact/Isolated – children may be prevented from being a part of a community or wider society or from having friends. They may be hyper-conscious about what a parent or carer thinks and may be reluctant to make decisions. They may find it difficult to form friendships or accept diversity in society.
- Child criminal exploitation - this may also be referred to as County Lines. This is where a child is forced or coerced to commit a crime. Examples may include carrying weapons, moving drugs or money around their local area or nationally, providing accommodation (also known as cuckooing), growing cannabis, stealing/shoplifting or forced begging. Children may have more than one phone, they may be secretive about their whereabouts, they may have money or gifts which are unexplained or they may be worried or concerned about their welfare.
- Child Trafficking – this may also be referred to as Modern Slavery. Children may be trafficked from other countries to the UK or from within the UK. Children are forced to leave their homes and can then be used for a variety of abusive reasons such as sexual exploitation, benefit fraud, forced marriage, domestic slavery, forced labour or child criminal exploitation. Signs that a child has been trafficked may include them not knowing where they are, not having parents or legal carers around, not being registered at a school or with health services, reluctant to share personal information, not leaving their accommodation, spending a lot of time carrying out duties such as cleaning or childcare and having a prepared story which does not seem correct.

**Sexual Abuse** – any exposure to sexual activity. It can be divided in to two categories – contact and non contact sexual abuse. This includes but is not limited to:

#### **Contact**

- Forcing or encouraging a child to take part in sexual activity – this may be penetrative or non-penetrative sexual activity, for example touching, kissing or oral sex. It can include sexual touching of any part of a child's body (through clothing or not), rape, forcing a child to take part in any sexual activity, making a child undress or touch someone else. Signs and symptoms may include an 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, pregnancy and sexually transmitted infections. Children may be withdrawn or may be showing signs of self harm.

#### **Non Contact**

- Exposure to pornographic material or taking indecent photographs of children. Children may have an urgent need for money if they are being blackmailed or may be secretive about phone calls and messages on devices. They may have an awareness of sexual activity or language which is not expected for the age or stage of development. Children may be withdrawn or may be showing signs of self harm
- Child Sexual Exploitation – this is part of child criminal exploitation. A child under 18 years of age is given something (food, accommodation, drugs, money or gifts) in return for sexual activities. If children have been trafficked they may not know where they are. Children may have an urgent need for money if they are being blackmailed or may be secretive about phone calls and messages on devices. They may have an awareness of sexual activity or language which is not expected for the age or stage of development. Children may be withdrawn or may be showing signs of self harm
- Up Skirting – this is where photos or videos are taken under clothes without their consent and it is a criminal offence. Children may have an urgent need for money if they are being blackmailed or may be secretive about phone calls and messages on devices. Children may be withdrawn or may be showing signs of self harm
- Youth Produced Sexual Imagery (Sexting) – this is where nude or semi nude photos or videos are shared. This can lead to the person losing control of the image (it is shared and distributed wider than intended), blackmail, bullying or on-line sexual harassment. Children may have an urgent need for money if they are being blackmailed or may be secretive about phone calls and messages on devices. Children may be withdrawn or may be showing signs of self harm
- Teenage Relationship Abuse – this can sometimes be referred to as a toxic relationship. It can happen when two teenagers are in a relationship but there is abuse within this relationship. This can include emotional abuse (telling people what they can or cannot do, who they can or cannot see or what they can wear), on-line abuse (threats or sharing images in information), financial abuse (taking money or controlling what they can or cannot spend money on), snooping (reading emails, text messages or letters), sexual abuse (making someone perform contact or non contact sexual activity that they do not want to) or physical abuse (physical violence towards someone).

**Neglect** – a failure to meet a child’s basic needs and this may include but is not limited to:

- Inadequate supervision – this is where children are not supervised within or outside the family home. They may get involved in gangs or be ‘streetwise’. There may be reports of children being out late at night. Children may have injuries from accidents within or outside of the family home. Parents or carers may not know where their child is. Children may be withdrawn or may be showing signs of self harm.

- Inappropriate/inadequate feeding – children may be overweight or underweight. They may have frequent illnesses or growth delays due to a lack of nutrition. Children may be hungry or steal food. Children may be withdrawn or may be showing signs of self harm. Children may be showing signs of eating disorders or self harm
- Lack of stimulation – this is where children are not given basic attention and experiences by their parents or carers. It can lead to global delay where all areas of growth and development are delayed or certain areas of development may be delayed. Children may not be reaching expected developmental milestones
- Poor attendance – we reserve the right to make a professional judgement regarding poor attendance and we will refer this to the appropriate agency, considering the facts available. Referrals may include partner agencies (schools), funders (local authority) or MASH/Front Door (where we have concerns regarding a child’s welfare)
- Inappropriate clothing – we will give parents and carers advice on suitable clothing for our activities and weather. Inappropriate clothing can be a sign of neglect and examples may include clothing that is dirty or smelly, ill-fitting clothing or footwear, clothing that is unsuitable for the weather or clothing that is being worn to hide injuries. In some cases, inappropriate clothing can be a sign of grooming or being rewarded for sexual activity. Children who wear the same clothing and have few personal items could be being exploited, emotionally abused or involved in modern slavery
- A failure to seek medical attention, when needed – the child may have on-going medical needs that are not being addressed, such as a prolonged ear infection or their may be longer time concerns about a child’s medical well-being and the parents or carers refuse to seek support for and will impact well-being/development
- Missing from services/education – if we were expecting a child to attend a session or sessions and they have not arrived and we have not received any contact from a parent or carer reporting their absence we will phone the parents or carers. If we are unable to reach the parents or carers then we will phone the emergency contacts. If there are concerns regarding their whereabouts we will inform MASH or Front Door.
- Missing from home or care – if we become aware that a child is missing from home or care we will follow our safeguarding procedures, regardless of any reports from parents or carers.

There may be other concerns that we have around a child’s or children’s welfare that we may need to report to the DSL, the police or the Local Authority. Examples may include, but not limited to:

- Mental health/wellbeing concerns

- Private fostering (not through an agency or local authority)
- Child on child abuse
- Cyberbullying/On-line bullying or abuse
- Use of substances, including misuse of medication, drugs and alcohol
- Gangs
- Honour based abuse

## **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 as part of our partnership working and information sharing practices

## **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 – 07377927093

Deputy Safeguarding Lead – Jess Allen – 07929138248

### **Local Authority Contacts**

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

Torbay Local Authority Designated Officer (LADO) – 01803 208541

Devon Multi Agency Safeguarding Hub (Front Door) – 0345 155 1071 or via the on-line form <https://devoncountycouncil.outsystemsenterprise.com/MASH/homepage>

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

NSPCC Whistleblowing advice line - 08000280285

<b>Date</b>	<b>Summary of Changes</b>	<b>Other Comments</b>
28 <sup>th</sup> February 2023	Policy Adopted	Revision due 27/2/2024
2025	No changes made	Revision due 26/03/2026
26 <sup>th</sup> March 2026	Number change	Revision due 25/03/2027

30 <sup>th</sup> March 2026	Legislation dates changed to latest versions More specific information on safer recruitment Further detail and types of abuse added Contact details for Devon Local Authority/Front Door	Revision due 29/03/2027
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