

Child Protection Policy

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Sk8side CiC

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# Introduction

The Directors ofSk8side CIC is firmly committed to the welfare of all young people who use its facilities and protecting them from physical, sexual and emotional harm.

The organisation will aim to ensure that all young people meet in a safe environment with people they can trust. It will also ensure that all risks which young people encounter are carefully assessed and the necessary steps taken to minimise and manage them.

Our Policy and Procedures will be given to all new staff (paid and voluntary) and training will be made available to ensure that they have awareness of the content and implications. All staff (paid and voluntary) will be requested to indicate their commitment to this safeguarding policy by completing a signed copy which will be kept in the organisation’s records.

Our policy will be available to any young person using our services, or to a member of the public on request.

This policy also includes the following appendices

# Code of conduct

The Directors ofSk8side CIC adhere to the following guidelines as to how young people and adults interact with each other.

All Staff (both paid and volunteer) will

* Respect a young person’s right to privacy
* Treat the young people with respect and dignity
* Recognise the unique contribution each young person can make. Talk to the young people about their right to be kept safe from harm
* Listen to the young people and take every opportunity to raise their self esteem
* Work as a team and agree what behaviour you expect from the young people and be consistent in enforcing it
* If it is necessary to speak to a young person about their behaviour, the language and approach will challenge ‘what they did’, not ‘who they are’
* Be clear with anyone disclosing any matter that could concern the safety and wellbeing of a young person that this information cannot be kept a secret, but that it will be treated as private with only the appropriate people/professional bodies being informed
* Ask all paid and volunteer staff to attend safeguarding training
* Ensure the ratio of staff to young people is appropriate for the activity
* Ensure roles/responsibilities of staff are understood by adults and young people
* Keep a register of members and/or session attendees
* Carry out risk assessments prior to any activity
* Record and report all incidents and accidents
* Ensure safety procedures are understood by all staff
* Maintain and have available a fully equipped first aid kit
* Ensure all adults and young people know what to do in an emergency
* Use parental/guardian consent forms for all participants
* Note and confidentially monitor relevant medical and dietary needs
* Ensure wherever possible that both male and female workers accompany mixed gender groups
* Make clear the start and finish times of activities
* Ensure at least one adult present holds a current first aid qualification.

All Staff (both paid and voluntary) will not:

* Use any kind of physical punishment or chastisement such as smacking or hitting
* Smoke or drink alcohol in front of any young person
* Use non-prescribed drugs or be under the influence of alcohol in front of any young person
* Do things of a personal nature for a young person that they can do for themselves
* Behave in a way that frightens or demeans any young person
* Use any racist, sexist, discriminatory or offensive language
* Invite a young person home or arrange to see them outside the set activity times
* Engage in any sexual activity (including using sexualised language) with a young person or in front of a young person
* Engage in rough or physical games, including horseplay
* Allow themselves to be drawn into inappropriate attention seeking behaviour such as tantrums or crushes
* Give any of the young people presents or personal items. (Small gifts such as leaving presents or prizes may be given by the organization with agreement from the committee but never from an individual member of staff.)

# Recruitment of staff (paid and voluntary)

We strive to follow good employment practice in the recruitment of all staff. Our employment practice includes the use of application forms, taking references, positive identity checks and enhanced DBS clearances which are renewed at least every three years.

# Training

The contents of this policy (and other organisational policies) will be included in the induction process for all members and staff (paid and voluntary), all of whom will be required to attend Safeguarding training courses, such as those delivered by Kent Child Safe Guarding Board.

|  |  |  |
| --- | --- | --- |
|  | Name | contact information  |
| Designated Safeguarding Lead (DSL) | Becky Guntrip | 07896 798788 Bex@sk8side.org |
| Deputy Designated Safeguarding Lead | Deirdre O’Neil | 07896 724216 Deirdre@sk8side.org |

# What to do if you have a welfare concern

**Act immediately and record your concerns. If urgent, speak to a DSL first.**

Follow the procedure

* Reassure the child
* Clarify concerns, using open questions if necessary (**TED**: **T**ell, **E**xplain, **D**escribe)
* Use child’s own words, record facts not opinions.
* Sign and date your records
* Seek support for yourself if required from DSL

**Inform the Designated Safeguarding Lead**

**Designated Safeguarding Lead**

* Consider whether the child is at immediate risk of harm e.g. unsafe to go home
* Access the Kent Safeguarding Support Level Guidance document and procedures: [www.kscmp.org.uk](http://www.kscmp.org.uk/)
* Refer to other agencies as appropriate e.g. Internal or community services, early help open access, LADO, Police or Request for Support for integrated children’s services
* If unsure then consult with Area Education Safeguarding Advisor (**03000 41 11 11**) or Local Authority Social Worker at the Front Door.

**If you are unhappy with the response**

**Staff:**

* Follow local escalation procedures
* Follow whistleblowing procedures

**Children / Young people and Parents:**

* Follow complaints procedures

At all stages, the child’s circumstances will be kept under review

The DSL/Staff will request further support if required to ensure the **child’s safety** is **paramount**

**Record decision making and action taken in the learner’s child protection file**

**Review** and **request further support** if necessary

**Why are you concerned?**

For example

* Something a child has said – e.g. allegation of harm
* Child’s appearance – may include unexplained marks as well as dress
* Behaviour change
* Witnessed concerning behaviour

**Monitor**

Be clear about:

* What you are monitoring e.g. behaviour trends, appearance etc.
* How long you will monitor
* Where, how and to whom you will feedback and how you will record
1. **Child Focused Approach to Safeguarding**
	1. **Introduction**
* Sk8side CIC recognise our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody’s responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and children / Young people) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.
* SK8side CIC believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
* Staff working with children will maintain an attitude of ‘it could happen here’ where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child and if any member of our community has a safeguarding concern about any child or adult, they should act and act immediately.
* SK8side CIC recognises the importance of providing an ethos and environment that will help children to be safe and to feel safe. Children are respected and are encouraged to talk openly. We will ensure children’s wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.
* Our core safeguarding principles are:
	+ Prevention
		- positive, supportive, safe culture, curriculum and pastoral opportunities for children, safer recruitment procedures.
	+ Protection
		- following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.
	+ Support
		- for all children / Young people, parents and staff, and where appropriate specific interventions are required for those who may be at risk of harm.
	+ Working with parents and other agencies
		- to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.
* The procedures contained in this policy apply to all staff, including and directors, temporary or third-party (agency staff and volunteers)
	1. **Policy Context**
* This policy is implemented in accordance with our compliance with the statutory guidance from the Department for Education, ‘Keeping Children Safe in Education’ 2021 (KCSIE) which requires individual schools and colleges to have an effective child protection policy.
* This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes but is not limited to:
	+ Keeping Children Safe in Education 2021 (KCSIE)
	+ Working Together to Safeguard Children 2018 (WTSC)
	+ Ofsted: Education Inspection Framework’ 2021
	+ Framework for the Assessment of Children in Need and their Families 2000
	+ Kent and Medway Safeguarding Children Procedures
	+ Early Years and Foundation Stage Framework 2021 (EYFS)
	+ The Education Act 2002
	+ The Education (Independent School Standards) Regulations 2014
	+ The Non-Maintained Special Schools (England) Regulations 2015
* Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.
* Sk8side CIC is currently operating in response to coronavirus (Covid-19), however, our safeguarding principles, remain the same. We will continue to follow government guidance and will amend this policy and our approaches, as necessary.
	+ As a result of the Covid-19 pandemic some members of our community may have been exposed to a range of adversity and trauma including bereavement, anxiety and in some cases increased welfare and safeguarding risks. We will work with local services, such as health and the local authority, to ensure necessary support is in place.
	1. **Definition of Safeguarding**
* In line with KCSIE 2021, safeguarding and promoting the welfare of children is defined for the purposes of this policy 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.
* SK8side CIC acknowledges that safeguarding includes a wide range of specific issues including (but not limited to):
* Abuse and neglect
* Bullying, including cyberbullying
* Children with family members in prison
* Children Missing Education (CME)
* Child missing from home or care
* Child Sexual Exploitation (CSE)
* Child Criminal Exploitation (CCE)
* Contextual safeguarding (risks outside the family home)
* County lines and gangs
* Domestic abuse
* Drugs and alcohol misuse
* Fabricated or induced illness
* Faith abuse
* Gender based abuse and violence against women and girls
* Hate
* Homelessness
* Human trafficking and modern slavery
* Mental health
* Nude or semi-nude image sharing, aka youth produced/involved sexual imagery or “Sexting”
* Online safety
* Peer on peer abuse
* Preventing radicalisation and extremism
* Private fostering
* Relationship abuse
* Serious violence
* Sexual violence and sexual harassment
* So-called ‘honour-based’ abuse, including Female Genital Mutilation (FGM) and forced marriage
* Upskirting

(Also see Part One and Annex B within ‘Keeping Children Safe in Education’ 2021)

* 1. **Related Safeguarding Policies**
* This policy is one of a series in the Sk8side CIC integrated safeguarding portfolio and should be read and actioned in conjunction with the policies as listed below
	+ Privacy Notices (young people and Staff)
	+ E Safety Policy
	+ Communications Policy
	+ Health and safety
	+ Risk assessments (e.g. trips, use of technology)
	+ Managing allegations against staff
	+ Staff code of conduct, including Acceptable Use of Technology Policies
	+ Safer recruitment
	+ Whistleblowing
	1. **Policy Compliance, Monitoring and Review**
* SK8side CIC will review this policy at least annually (as a minimum) and will update it as needed, so that it is kept up to date with safeguarding issues as they emerge and evolve, including lessons learnt. The policy will also be revised following any national or local updates, significant local or national safeguarding events and/or learning, and/or any changes to our own procedures.
* All staff (including temporary staff and volunteers) will be provided with a copy of this policy
* Parents/carers can obtain a copy of the Sk8side CIC Child Protection Policy and other related policies on request. Additionally, our policies can be viewed via the Sk8side CIC website: (<https://www.sk8side.co.uk/>)
* The policy forms part of our Sk8side CIC development plan and will be reviewed annually by the Directors who has responsibility for oversight of safeguarding and child protection systems.
1. **Key Responsibilities**
	1. **Governance and Leadership**
* The leadership team have a strategic responsibility for our safeguarding arrangements and will comply with their duties under legislation.
* The have regard to the KCSIE 2021 guidance and will ensure our policies, procedures and training is effective and complies with the law at all times.
* The leadership team will ensure that the DSL is supported in their role and is provided with sufficient time so they can provide appropriate support to staff and children regarding any safeguarding and welfare concerns.
* The Leadership team will ensure that our child protection and safeguarding policies and procedures adopted, understood, and followed by all staff.
	1. **Designated Safeguarding Lead (DSL)**
* The Sk8side CIC has appointed Becky Guntrip, a member of the senior leadership team as the Designated Safeguarding Lead (DSL).
* The DSL has overall responsibility for the day-to-day oversight of safeguarding and child protection systems (including online safety) in our centres and sessions. Whilst the activities of the DSL may be delegated to the deputies, the ultimate lead responsibility for safeguarding and child protection remains with the DSL and this responsibility will not be delegated.
* The Sk8side CIC has also appointed Deputy DSLs who will have delegated responsibilities and act in the DSLs absence.
	+ Deirdre O’Neil
* It is the role of the DSL to carry out their functions as identified in Annex C of KCISE 2021. This includes but is not limited to:
	+ Acting as the central contact point for all staff to discuss any safeguarding concerns
	+ Maintaining a confidential recording system for safeguarding and child protection concerns
	+ Coordinating safeguarding action for individual children
		- When supporting children with a social worker or looked after children the DSL should have the details of the child’s social worker and the name of the virtual school head in the authority that looks after the child (with the DSL liaising closely with the designated staff member)
	+ Liaising with other agencies and professionals in line with KCSIE 2021 and WTSC 2018
	+ Ensuring that locally established procedures as put in place by the three safeguarding partners as part of the Kent Safeguarding Children Multi-Agency Partnership procedures (KSCMP), including referrals, are followed, as necessary.
	+ Representing, or ensure the Sk8side CIC is appropriately represented at multi-agency safeguarding meetings (including child protection conferences)
	+ Managing and monitoring the Sk8side CIC role in any multi-agency plan for a child.
	+ Being available during term time (during Sk8side CIC hours) for staff in the Sk8side CIC to discuss any safeguarding concerns.
	+ Helping promote educational outcomes by sharing the information about the welfare, safeguarding and child protection issues that children, including children with a social worker, are experiencing, or have experienced, with staff members and Sk8side CIC leadership staff.
	+ Ensuring adequate and appropriate DSL cover arrangements in response to any closures and out of hours and/or out of term activities.
	+ Ensuring all staff access appropriate safeguarding training and relevant updates in line with the recommendations within KCSIE.
	+ Informing staff (where appropriate) of any significant safeguarding issues.
* The DSL will undergo appropriate and specific training to provide them with the knowledge and skills required to carry out their role. Deputy DSLs will be trained to the same standard as the DSL. The DSLs training will be updated formally at least every two years, but their knowledge and skills will be updated through a variety of methods at regular intervals and at least annually.
	1. **Members of Staff**
* All members of staff have a responsibility to:
* Provide a safe environment in which children can learn.
* Be aware of the indicators of abuse and neglect so that they can identify cases of children who may need help or protection.
* Know what to do if a child tells them that he or she is being abused or neglected and understand the impact abuse and neglect can have upon a child.
* Be able to identify and act upon indicators that children are, or at risk of developing mental health issues.
* Be prepared to identify children who may benefit from early help.
* Understand the early help process and their role in it.
* Understand the Sk8side CIC safeguarding policies and systems.
* Undertake regular and appropriate training which is regularly updated.
* Be aware of the local process of making referrals to children’s social care and statutory assessment under the Children Act 1989.
* Know how to maintain an appropriate level of confidentiality.
* Reassure children who report concerns that they are being taken seriously and that they will be supported and kept safe.
	1. **Children and Young People**
* Children and young people (children / Young people) have a right to:
* Feel safe, be listened to, and have their wishes and feelings taken into account.
* Confidently report abuse, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.
* Contribute to the development of Sk8side CIC safeguarding policies.
* Receive help from a trusted adult.
* Learn how to keep themselves safe, including online.
	1. **Parents and Carers**
* Parents/carers have a responsibility to:
* Understand and adhere the relevant Sk8side CIC policies and procedures.
* Talk to their children about safeguarding issues with their children and support the Sk8side CIC in their safeguarding approaches.
* Identify behaviours which could indicate that their child is at risk of harm including online.
* Seek help and support from the Sk8side CIC or other agencies.
1. **Child Protection Procedures**
	1. **Recognising Indicators of Abuse and Neglect**
* All staff are made aware of the definitions and indicators of abuse and neglect as identified by Working Together to Safeguard Children (2018) and Keeping Children Safe in Education 2021. This is outlined locally within the [Kent Support Levels Guidance](https://www.kscmp.org.uk/guidance/kent-support-levels-guidance).
* Sk8side CIC recognise that when assessing whether a child may be suffering actual or potential harm there are four categories of abuse:
	+ Physical abuse
	+ Sexual abuse
	+ Emotional abuse
	+ Neglect
		- For further information see Appendix 1.
* SK8side CiC recognises that concerns may arise in many different contexts and can vary greatly in terms of their nature and seriousness. The indicators of child abuse and neglect can vary from child to child. Children develop and mature at different rates, so what appears to be worrying behaviour for a younger child might be normal for an older child. It is important to recognise that indicators of abuse and neglect do not automatically mean a child is being abused however all concerns should be taken seriously and will be explored by the DSL on a case-by-case basis.
* Sk8side CIC recognises abuse, neglect, and safeguarding issues are rarely standalone events and cannot always be covered by one definition or one label alone. In many cases, multiple issues will overlap with one another, therefore staff will always be vigilant and always raise concerns with a DSL.
* Parental behaviors can indicate child abuse or neglect, so staff will be alert to parent-child interactions or concerning parental behaviours; this could include parents who are under the influence of drugs or alcohol or if there is a sudden change in their mental health.
* Children may report abuse happening to themselves, their peers or their family members. All reports made by children to staff will be taken seriously and will be responded to in line with this policy.
* Safeguarding incidents and/or behaviours can be associated with factors and risks outside the Sk8side CIC. Children can be at risk of abuse or exploitation in situations outside their families; extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines.
* Technology can be a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse online as well as face to face and in many cases, abuse will take place concurrently via online channels and in daily life. Children can also abuse their peers online.
* By understanding the indicators or abuse and neglect, we can respond to problems as early as possible and provide the right support and services for the child and their family.
* All members of staff are expected to be aware of and follow this approach if they are concerned about a child:



‘[What to do if you are worried a child is being abused’](https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2) 2015

* In all cases, if staff are unsure, they will always speak to the DSL (or deputy).
* Sk8side CIC recognises that some children have additional or complex needs and may require access to intensive or specialist services to support them.
	1. **Responding to Child Protection Concerns**
* If staff are made aware of a child protection concern, they are expected to:
	+ listen carefully to the concern and be non-judgmental.
	+ only use open questions to clarify information where necessary, e.g. who, what, where, when or Tell, Explain, Describe (TED).
	+ not promise confidentiality as concerns will have to be shared further, for example, with the DSL and potentially Integrated Children’s Services.
	+ be clear about boundaries and how the report will be progressed.
	+ record the concern in line with Sk8side CIC record keeping requirements.
	+ inform the DSL (or deputy), as soon as practically possible.
* The DSL or a deputy should always be available to discuss safeguarding concerns. If in exceptional circumstances, a DSL is not available, this should not delay appropriate action being taken. Staff should speak to a member of the senior leadership team and/or take advice from Education Safeguarding Service or via consultation with a social worker from the Front Door. In these circumstances, any action taken will be shared with a DSL as soon as is practically possible.
* Sk8side CIC will respond to concerns in line with the Kent Safeguarding Children Multi-Agency Partnership procedures (KSCMP).
	+ The full KSCMP procedures and additional guidance relating to reporting concerns and specific safeguarding issues can be found on their website: [www.kscmp.org.uk](http://www.kscmp.org.uk)
	+ Specific information and guidance to follow with regards to accessing Early Help and Preventative Services and/or Children’s Social Work Services as part of Integrated Children’s Services (ICS) in Kent can be found here: [www.kelsi.org.uk/support-for-children-and-young-people/integrated-childrens-services](http://www.kelsi.org.uk/support-for-children-and-young-people/integrated-childrens-services)
* Where a child is suffering, or is likely to suffer from harm, or is in immediate danger, a ‘request for support’ will be made immediately to Integrated Children’s Services (via the ‘Front Door’) and/or the police, in line with KSCMP procedures.
	+ Sk8side CIC recognise that in situations where there are immediate child protection concerns for a child as identified in line with Support Level Guidance, it is NOT to investigate as a single agency, but to act in line with KSCMP guidance which may involve multi-agency decision making.
	+ The DSL may seek advice or guidance from their Area Education Safeguarding Advisor from the Education Safeguarding Service before deciding next steps.
	+ They may also seek advice or guidance from a social worker at the Front Door service who are the first point of contact for Integrated Children’s Services (ICS).
* In the event of a request for support to the Front Door being necessary, parents/carers will be informed and consent to this will be sought by the DSL in line with guidance provided by KSCMP and ICS. Parents/carers will be informed of this, unless there is a valid reason not to do so, for example, if to do so would put a child at risk of harm or would undermine a criminal investigation.
* All staff are aware of the process for making request for support referrals for statutory assessments under the Children Act 1989, along with the role they might be expected to play in such assessments.
* Where is it is identified a child may benefit from Early Help support (as provided by ICS) , the DSL (or deputy) will generally lead as appropriate and make a request for support via the Front Door.
	+ The DSL will keep all early help cases under constant review and consideration will be given to escalating concerns to the Front Door or seeking advice via the Education Safeguarding Service if the situation does not appear to be improving or is getting worse.
* If, after a request for support or any other planned external intervention, a child’s situation does not appear to be improving or there is a concern regarding decisions made, the DSL will consider following [KSCMP escalation procedures](https://www.proceduresonline.com/kentandmedway/chapters/p_resolution.html) to ensure their concerns have been addressed and, most importantly, that the child’s situation improves. DSLs may request support with this via the Education Safeguarding Service.
* Sk8side CIC is an [Operation Encompass School](https://www.operationencompass.org/). This means we work in partnership with Kent Police to provide support to children experiencing domestic abuse.
	1. **Recording Concerns**
* All safeguarding concerns, discussions and decisions, and reasons for those decisions, will be recorded in writing on the Sk8side CIC safeguarding and passed without delay to the DSL.
* Incident/Welfare concern forms are kepton base camp.
* Records will be completed as soon as possible after the incident/event, using the child’s words and will be signed and dated by the member of staff. Child protection records will record facts and not personal opinions. A body map will be completed if injuries have been observed.
* If there is an immediate safeguarding concern the member of staff will consult with a DSL before completing the form as reporting urgent concerns takes priority.
* If members of staff are in any doubt about recording requirements, they will discuss their concerns with the DSL.
* Child protection records will include a clear and comprehensive summary of the concern, details of how the concern was followed up and resolved and details regarding any action taken, decisions reached and the outcome.
* Child protection records will be kept confidential and stored securely. Child protection records will be kept for individual children and will be maintained separately from all other records relating to the child in the Sk8side CIC. Child protection records are kept in accordance with data protection legislation and are retained centrally and securely by the DSL.
* All child protection records will be transferred in accordance with data protection legislation to the child’s subsequent Sk8side CIC, under confidential and separate cover as soon as possible. Child Protection files will be transferred securely to the new DSL, separately to the child’s main file, and a confirmation of receipt will be obtained.
* In addition to the child protection file, the DSL will also consider if it would be appropriate to share any information with the DSL at the new school or college in advance of a child leaving, for example, information that would allow the new school or college to continue to provide support.
	1. **Multi-Agency Working**
* Sk8side CIC recognises and is committed to its responsibility to work within the KSCMP multi-agency safeguarding arrangements. The leadership team and DSL will work to establish strong and co-operative local relationships with professionals in other agencies in line with statutory guidance.
* Sk8side CIC recognises the importance of multi-agency working and is committed to working alongside partner agencies to provide a coordinated response to promote children’s welfare and protect them from harm. This includes contributing to KSCMP processes as required, such as, participation in relevant safeguarding multi-agency plans and meetings, including Child Protection Conferences, Core Groups, Strategy Meetings, Child in Need meetings or other early help multi-agency meetings.
	1. **Confidentiality and Information Sharing**
* Sk8side CIC recognises our duty and powers to hold, use and share relevant information with appropriate agencies in matters relating to child protection at the earliest opportunity as per statutory guidance outlined within KCSIE 2021.
* Sk8side CIC has an appropriately trained Data Protection Officer (DPO) as required by the General Data Protection Regulations (GDPR) to ensure that our Sk8side CIC is complaint with all matters relating to confidentiality and information sharing requirements.
* The Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children (KCSIE 2021).
* The DSL will disclose relevant safeguarding information about achild with staff on a ‘need to know’ basis.
* All members of staff must be aware that whilst they have duties to keep information confidential, in line with our confidentiality policy. they also have a professional responsibility to be proactive in sharing information as early as possible to help identify, assess, and respond to risks or concerns about the safety and welfare of children; this may include sharing information with the DSL and with other agencies as appropriate. All staff are aware they cannot promise confidentiality in situations which might compromise a child’s safety or wellbeing.
	1. **Complaints**
* All members of the Sk8side CIC community should feel able to raise or report any concerns about children’s safety or potential failures in the Sk8side CIC safeguarding regime. The Sk8side CIC has a complaints procedure available to parents, children / Young people and members of staff and visitors who wish to report concerns or complaints. This can be found on base camp.
* Whilst we encourage members of our community to report concerns and complaints directly to us, we recognise this may not always be possible. Children, young people, and adults who have experienced abuse at school can contact the NSPCC ‘Report Abuse in Education’ helpline on 0800 136 663 or via email: help@nspcc.org.uk
* Staff can also access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally.
	+ Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk.
* The leadership team at Sk8side CIC will take all concerns reported to the Sk8side CIC seriously and all complaints will be considered and responded to in line with the relevant and appropriate process.
	+ Anything that constitutes an allegation against a member of staff or volunteer will be dealt with in line with section 8 of this policy.
1. **Specific Safeguarding Issues**
* Sk8side CIC is aware of a range of specific safeguarding issues and situations that can put children at greater risk of harm. In addition to Part One, DSLs, Sk8side CIC leaders and staff who work directly with children will read annex B of KCSIE 2021 which contains important additional information about specific forms of abuse and safeguarding issues.
* Where staff are unsure how to respond to specific safeguarding issues, they should follow the processes as identified in part 3 of this policy and speak with the DSL or a deputy.
	1. **Peer on Peer Abuse**
* All members of staff at Sk8side CIC recognise that children are capable of abusing their peers, and that it can happen both inside and outside of Sk8side CIC and online.
* Sk8side CIC recognises that peer on peer abuse can take many forms, including but not limited to:
	+ Bullying, including cyberbullying, prejudice-based and discriminatory bullying
	+ abuse in intimate personal relationships between peers
	+ physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
	+ sexual violence and sexual harassment
	+ consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
	+ causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
	+ upskirting (which is a criminal offence), which typically involves taking a picture under a person’s clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
	+ initiation/hazing type violence and rituals
* Sk8side CIC believes that abuse is abuse and it will never be tolerated or dismissed as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.
* Sk8side CIC recognises that even if there are no reported cases of peer on peer abuse, such abuse is still likely to be taking place.
* All staff have a role to play in challenging inappropriate behaviours between peers. Staff recognise that that some peer on peer abuse issues may be affected by gender, age, ability and culture of those involved, i.e. for gender based abuse, girls are more likely to be victims and boys more likely to be perpetrators.
* Concerns about learner’s behaviour, including peer on peer abuse taking place offsite will be responded to as part of a partnership approach with children / Young people and parents/carers. Offsite behaviour concerns will be recorded and responded to in line with existing appropriate policies, for example anti-bullying, acceptable use, behaviour and child protection policies.
* Sk8side CIC want children to feel able to confidently report abuse and know their concerns will be treated seriously. All allegations of peer on peer abuse will be reported to the DSL and will be recorded, investigated, and dealt with in line with associated Sk8side CIC policies, including child protection, anti-bullying and behaviour. Children / Young people who experience abuse will be offered appropriate support, regardless of where the abuse takes place.
	1. **Child on Child Sexual Violence or Harassment**
* When responding to concerns relating to child on child sexual violence or harassment, Sk8side CIC will follow the guidance outlined in Part Five of KCSIE 2021 and the DfE ‘[Sexual Violence and Sexual Harassment Between Children in Schools and Colleges’](https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges) guidance.

* Sk8side CIC recognises sexual violence and sexual harassment can occur between two children of any age and sex. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children and can occur online and face to face (both physically and verbally). Sexual violence and sexual harassment is never acceptable.
* All victims of sexual violence or sexual harassment will be reassured that they are being taken seriously and that they will be supported and kept safe. A victim will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment or be made to feel ashamed for making a report.
* When there has been a report of sexual violence or harassment, the DSL will make an immediate risk and needs assessment which will be considered on a case-by-case basis which explores how best to support and protect the victim and the alleged perpetrator (and any other children involved/impacted).
	+ The risk and needs assessment will be recorded and kept under review and will consider the victim (especially their protection and support), the alleged perpetrator, and all other children, adult students (if appropriate) and staff and any actions that are required to protect them.
* Reports will initially be managed internally by the Sk8side CIC and where necessary will be referred to Integrated Children’s Services and/or the Police.
	+ The decision making and required action taken will vary on a case by case basis, but will be informed by the wishes of the victim, the nature of the alleged incident (including whether a crime may have been committed), the ages and developmental stages of the children involved, any power imbalance, if the alleged incident is a one-off or a sustained pattern of abuse, if there are any ongoing risks to the victim, other children, adult students or Sk8side CIC staff, and, any other related issues or wider context.
* If at any stage the DSL is unsure how to proceed, advice will be sought from the Education Safeguarding Service.
	1. **Nude and/or Semi-Nude Image Sharing by Children**

The term ‘sharing nudes and semi-nudes’ is used to mean the sending or posting of nude or semi-nude images, videos or live streams of/by young people under the age of 18. Creating and sharing nudes and semi-nudes of under-18s (including those created and shared with consent) is illegal which makes responding to incidents complex.

The UKCIS [Sharing nudes and semi-nudes: advice for education settings working with children and young people’s guidance](https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people)  outlines how schools and colleges should respond to all incidents of consensual and non-consensual image sharing, and should be read and understood by DSLs working will all age groups.

* Sk8side CIC recognises that consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as youth produced/involved sexual imagery or “sexting”) can be a safeguarding issue; all concerns will be reported to and dealt with by the DSL (or deputy).
* When made aware of concerns involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos by children, staff are advised to:
	+ Report any concerns to the DSL immediately.
	+ Never view, copy, print, share, store or save the imagery, or ask a child to share or download it – this may be illegal. If staff have already viewed the imagery by accident, this will be immediately reported to the DSL.
	+ Not delete the imagery or ask the child to delete it.
	+ Not say or do anything to blame or shame any children involved.
	+ Explain to child(ren) involved that they will report the issue to the DSL and reassure them that they will receive appropriate support and help.
	+ Not ask the child or children involved in the incident to disclose information regarding the imagery and not share information about the incident with other members of staff, the child(ren) involved or their, or other, parents and/or carers. This is the responsibility of the DSL.
* DSLs will respond to concerns as set out in the non-statutory UKCIS guidance: [Sharing nudes and semi-nudes: advice for education settings working with children and young people](https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people)’ and the local [KSCMP](http://www.kscb.org.uk/guidance/online-safety) guidance. When made aware of a concern involving consensual and non-consensual sharing of nudes and semi-nude images and/or videos:
	+ the DSL will hold an initial review meeting to explore the context and ensure appropriate and proportionate safeguarding action is taken in the best interests of any child involved. This may mean speaking with relevant staff and the children involved as appropriate.
	+ parents and carers will be informed at an early stage and be involved in the process to best support children, unless there is good reason to believe that involving them would put a child at risk of harm.
	+ All decisions and action taken will be recorded in line with our child protection procedures.
	+ a referral will be made to ICS and/or the police immediately if:
		- the incident involves an adult (over 18).
		- there is reason to believe that a child has been coerced, blackmailed, or groomed, or there are concerns about their capacity to consent, for example, age of the child or they have special educational needs.
		- the image/videos involve sexual acts and a child under the age of 13, depict sexual acts which are unusual for the child’s developmental stage, or are violent.
		- a child is at immediate risk of harm owing to the sharing of nudes and semi-nudes.
	+ The DSL may choose to involve other agencies at any time if further information/concerns are disclosed at a later date.
	+ If DSLs are unsure how to proceed, advice will be sought from the Education Safeguarding Service.
	1. **Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)**
* Sk8side CIC recognises that CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation.
* If staff are concerned that a child may be at risk of CSE or CCE, immediate action should be taken by speaking to the DSL or a deputy.
	1. **Serious Violence**
* All staff are made aware of the indicators which may signal children are at risk from or are involved with serious violent crime. These may include unexplained gifts or new possessions, increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries.
* Any concerns regarding serious violence will be reported and responded to in line with other child protection concerns.
	+ The initial response to child victims is important and staff will take any allegations seriously and work in ways that support children and keep them safe.
	1. **So-called honour based abuse**
* So-called ‘honour’-based abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing.
	+ All forms of HBA are abuse (regardless of the motivation) and concerns should be responded to in line with section 3 of this policy. Staff will report any concerns about HBA to the DSL (or a deputy).
* Whilst all staff will speak to the DSL (or deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific legal duty on staff members.
	+ If a staff member, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the staff member must report this to the police.
	1. **Preventing radicalisation**
* Sk8side CIC is aware of our duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), to have “due regard to the need to prevent people from being drawn into terrorism”, also known as the Prevent duty and the [specific obligations](https://www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-further-education-institutions-in-england-and-wales) placed upon us as an education provider regarding risk assessments, working in partnership, staff training, and IT policies.
* Sk8side CIC recognises that children are vulnerable to extremist ideology and radicalisation and staff will be alert to changes in children’s behaviour which could indicate that they may be in need of help or protection.
* Staff will report any concerns to the DSL (or a deputy), who is aware of the [local procedures](https://www.kelsi.org.uk/child-protection-and-safeguarding/prevent-within-schools) to follow.
	1. **Cybercrime**
* Sk8side CIC recognises that children with particular skill and interest in computing and technology may inadvertently or deliberately stray into ‘cyber-enabled’ (crimes that can happen offline but are enabled at scale and at speed online) or ‘cyber dependent’ (crimes that can be committed only by using a computer/internet enabled device) cybercrime.
* If staff are concerned that a child may be at risk of becoming involved in cyber-dependent cybercrime, the DSL will be informed, and consideration will be given to accessing local support and/or referring into the [Cyber Choices](http://www.cyberchoices.uk/) programme, which aims to intervene when young people are at risk of committing, or being drawn into, low level cyber-dependent offences and divert them to a more positive use of their skills and interests.
* Where there are concerns about ‘cyber-enabled’ crime such as fraud, purchasing of illegal drugs online, child sexual abuse and exploitation, or other areas of concern such as online bullying or general online safety, they will be responded to in line with this and other appropriate policies.
1. **Supporting Children Potentially at Greater Risk of Harm**
* Whilst all children should be protected, some groups of children are potentially at greater risk of harm.
	1. **Safeguarding Children with Special Educational Needs or Disabilities (SEND)**
* Sk8side CIC acknowledges that children with special educational needs or disabilities (SEND) or certain health conditions can face additional safeguarding challenges and barriers for recognising abuse and neglect.
* Sk8side CIC recognises that children with SEND may face additional communication barriers and experience difficulties in managing or reporting abuse or challenges. Children with SEND will be appropriately supported to communicate and ensure that their voice is heard and acted upon.
* All members of staff will be encouraged to appropriately explore possible indicators of abuse such as behaviour, mood changes or injuries and not to assume that they are related to the child’s disability. Staff will be mindful that children with SEND or certain medical conditions may be disproportionally impacted by behaviours such as bullying, without outwardly showing any signs.
* Members of staff are encouraged to be aware that children with SEND can be disproportionally impacted by safeguarding concerns, such as exploitation, peer group isolation or bullying including prejudice-based bullying.
* To address these additional challenges, our Sk8side CIC will always consider implementing extra pastoral support and attention for children with SEND.
	1. **Children Requiring Mental Health Support**
* All staff will be made aware that 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.
* Staff are aware that children’s experiences, for example where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, can impact on their mental health, behaviour and education.
* Staff are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.
* If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by speaking to the DSL or a deputy.
	1. **Children Missing**
* Children missing from education, particularly persistently, can act as a vital warning sign to a range of safeguarding issues including neglect, sexual abuse, and child sexual and criminal exploitation.
* Where the Sk8side CIC have concerns that a child is missing, we will respond in line with our statutory duties and local policies
* Where a parent/carer expresses their intention to remove a child from school with a view to educating at home, we will respond in line with [national Elective Home Education guidance](https://www.gov.uk/government/publications/elective-home-education) and local [Kent guidance](https://www.kent.gov.uk/education-and-children/educating-your-child-at-home) and will work together with parents/carers and other key professionals and organisations to ensure decisions are made in the best interest of the child.
	1. **Children who need a Social Worker**
* Sk8side CIC will work with social workers working with children in the so that decisions can be made in the best interests of the child’s safety, welfare, and educational outcomes.
* Where children have a social worker, this will inform Sk8side CIC decisions about their safety and promoting their welfare, for example, responding to unauthorised absence and provision of pastoral and/or academic support.
	1. **Looked after children, previously looked after children and care leavers**
* Sk8side CIC recognises the common reason for children becoming looked after is as a result of abuse and/or neglect and a previously looked after child also potentially remains vulnerable.
* Where a child is looked after, the SK8side CIC will hold details of the social worker and the name of the virtual school head in the authority that looks after the child.
* Where the Sk8side CIC believe a child is being cared for as part of a private fostering arrangement (occurs when a child under 16 or 18 if the child is disabled is cared for and lives with an adult who is not a relative for 28 days or more) there is a duty to recognise these arrangements and inform the Local Authority via the front door.
* Where a child is leaving care, the DSL will hold details of the local authority Personal Advisor appointed to guide and support them and will liaise with them as necessary regarding any issues of concern.
1. **Online Safety**
* It is essential that children are safeguarded from potentially harmful and inappropriate material or behaviours online. Sk8side CIC will adopt a whole Sk8side CIC approach to online safety which will empower, protect, and educate our children / Young people and staff in their use of technology, and establish mechanisms to identify, intervene in, and escalate any concerns where appropriate.
* Sk8side CIC will ensure online safety is safety is reflected as required in all relevant policies. Online safety is considered as a running and interrelated theme when devising and implementing our policies and procedures and when planning our curriculum, staff training, the role and responsibilities of the DSL and parental engagement.
* Sk8side CIC identifies that the breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:
	+ Content: being exposed to illegal, inappropriate or harmful content. For example pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
	+ Contact: being subjected to harmful online interaction with other users. For example peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
	+ Conduct: personal online behaviour that increases the likelihood of, or causes, harm. For example, making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying.
	+ Commerce: risks such as online gambling, inappropriate advertising, phishing and or financial scams.
* Sk8side CIC recognises that technology, and the risks and harms related to it, evolve and change rapidly. The Sk8side CIC will carry out an annual review of our approaches to online safety, supported by an annual risk assessment which considers and reflects the risks our children face.
* Staff will inform the DSL of online safety concerns, as appropriate.
	1. **Policies and Procedures**
* The DSL has overall responsibility for online safety within the Sk8side CIC but will liaise with other members of staff, for example as necessary.
* The DSL will respond to online safety concerns reported in line with our child protection and other associated policies.
	+ Internal sanctions and/or support will be implemented as appropriate.
	+ Where necessary, concerns will be escalated and reported to relevant partner agencies in line with local policies and procedures.
* Sk8side CIC uses a wide range of technology. This includes computers, laptops and other digital devices, the internet, our learning platform, intranet and email systems.
	+ All Sk8side CIC owned devices and systems will be used in accordance with our acceptable use policies and with appropriate safety and security measures in place.
* Sk8side CIC recognises the specific risks that can be posed by mobile and smart technology, including mobile/smart phones, cameras and wearable technology. Sk8side CIC has appropriate mobile and smart technology and image use policies in place, which are shared and understood by all members of the community.
	1. **Appropriate Filtering and Monitoring**
* Sk8side CIC will do all we reasonably can to limit children’s exposure to online risks through Sk8side CIC provided IT systems and will ensure that appropriate filtering and monitoring systems are in place.
	+ All users will be informed that use of our systems can be monitored, and that monitoring will be in line with data protection, human rights, and privacy legislation.
	+ Filtering breaches or concerns identified through our monitoring approaches will be recorded and reported to the DSL who will respond as appropriate.
	+ Any access to material believed to be illegal will be reported immediately to the appropriate agencies, such as the [Internet Watch Foundation](https://www.iwf.org.uk/) and the police.
	+ When implementing appropriate filtering and monitoring, Sk8side CIC will ensure that “over blocking” does not lead to unreasonable restrictions as to what children can be taught with regards to online teaching and safeguarding.
* Sk8side CIC acknowledges that whilst filtering and monitoring is an important part of Sk8side CIC online safety responsibilities, it is only one part of our approach to online safety.
	+ Children / Young people will use appropriate search tools, apps and online resources as identified following an informed risk assessment.
	+ Children / Young people internet use will be supervised by staff according to their age and ability.
	+ Children / Young people will be directed to use age appropriate online resources and tools by staff.
	1. **Information Security and Access Management**
* Sk8side CIC is responsible for ensuring an appropriate level of security protection procedures are in place, in order to safeguard our systems as well as staff and children / Young people.
* Sk8side CIC will review the effectiveness of these procedures periodically to keep up with evolving cyber-crime technologies.
	1. **Staff Training**
* Sk8side CIC will ensure that all staff receive online safety training as part of induction and that ongoing online safety training and update for all staff will be integrated, aligned and considered as part of our overarching safeguarding approach.
	1. **Working with Parents/Carers**
* Sk8side CIC is committed to working with and building relationships with parents/carers.

1. **Staff Engagement and Expectations**
	1. **Awareness, Induction and Training**
* All members of staff have been provided with a copy of part one or annex A of ‘Keeping Children Safe in Education’ 2021 which covers safeguarding information for staff.
	+ Sk8side CIC leaders, including the DSL will read KCSIE in its entirety.
	+ Sk8side CIC leaders and all members of staff who work directly with children will read annex
* The DSL will ensure that all new staff and volunteers (including agency and third-party staff) receive safeguarding and child protection training (including online safety), including information to ensure they are aware of the Sk8side CIC internal safeguarding processes, as part of their induction.
* All staff members (including agency and third-party staff) will receive appropriate child protection training (including online safety) to ensure they are aware of a range of safeguarding issues; this training will be updated at least annually.
* Safeguarding training for staff, including online safety training, will be integrated, aligned and considered as part of the whole Sk8side CIC safeguarding approach and wider staff training and curriculum planning.
* In addition to specific child protection training, all staff will receive regular safeguarding and child protection updates, at least annually, to provide them with relevant skills and knowledge to safeguard children effectively. This is done by email, face to face conversations with staff, staff meetings and staff supervision.
* Staff will be encouraged to contribute to and shape Sk8side CIC safeguarding arrangements and child protection policies.
* Sk8side CIC, will ensure all staff members will access appropriate safeguarding training which covers their specific strategic responsibilities on a regular basis. It is also the staff member’s responsibility to ensure they feel knowledgeable and confident on safeguarding or raise as a concern with their line manager.
	1. **Safer Working Practice**
* All members of staff are required to work within our clear guidelines on safer working practice as outlined in induction training, good conversations, work practice, supervision and other policies.
* The DSL will ensure that all staff and volunteers (including agency and third-party staff) have read the child protection policy and are aware of the Sk8side CIC expectations regarding safe and professional practice.
* Staff will be made aware of the Sk8side CIC behaviour management and physical intervention policies. Staff will manage behaviour effectively to ensure a good and safe educational environment and will have a clear understanding of the needs of all children. Physical interventions and/or use of reasonable force will be in line with our agreed policy and procedures and national guidance.
* All staff will be made aware of the professional risks associated with the use of social media and electronic communication (such as email, mobile phones, texting, social networking). Staff will adhere to relevant Sk8side CIC policies.
	1. **Supervision and Support**
* The induction process will include familiarisation with child protection responsibilities and procedures to be followed if members of staff have any concerns about a child’s safety or welfare.
* The Sk8side CIC will provide appropriate supervision and support for all members of staff to ensure that:
	+ All staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children
	+ All staff are supported by the DSL in their safeguarding role.
	+ All members of staff have regular reviews of their own practice to ensure they improve over time.
* Any member of staff affected by issues arising from concerns for children’s welfare or safety can seek support from the DSL.
* The DSL will also put staff in touch with outside agencies for professional support if they so wish. Staff can also approach organisations such as their Union, the Education Support Partnership or other similar organisations directly.
1. **Safer Recruitment and Allegations**
	1. **Safer Recruitment and Safeguarding Checks**
* Sk8side CIC is committed to ensure that develop a safe culture and that all steps are taken to recruit staff and volunteers who are safe to work with our children / Young people and staff.
	+ Sk8side CIC will follow relevant guidance in Keeping Children Safe in Education 2021 (Part Three, ‘Safer Recruitment’) and from The Disclosure and Barring Service (DBS)
	+ The staff team are responsible for ensuring that the Sk8side CIC follows safe recruitment processes as outlined within guidance.
	+ The Directors will ensure that there is at least one of the persons who conducts an interview has completed safer recruitment training.
* We advise all staff to disclose any reason that may affect their suitability to work with children including convictions, cautions, court orders, cautions, reprimands, and warnings.
	1. **Allegations/concerns raised in relation to staff members, including supply staff members, other staff, volunteers and contractors**
* The Sk8side CIC will respond to allegations in line with the [local Kent allegations arrangements](https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado) and [Part Four of KCSIE 2021](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2). In depth information can be found within our ‘Managing Allegations against Staff’ policy. This can be foundon Basecamp.
* Any concerns or allegations about staff, including those which do not meet the allegation/harm threshold (8.2.1) will be recorded and dealt with appropriately in line with national and local guidance. Ensuring concerns are dealt with effectively will protect those working in or on behalf of the Sk8side CIC from potential false allegations or misunderstandings.
* Where staff are unsure how to respond, for example if the Sk8side CIC is unsure if a concern meet the harm ‘thresholds’, advice will be sought via the [Local Authority Designated Officer](https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado) (LADO) Enquiry Line and/or the [Education Safeguarding Service](https://www.theeducationpeople.org/our-expertise/safeguarding/safeguarding-contacts/).

**8.2.1 Concerns that meet the ‘harm threshold’**

* Sk8side CIC recognises that it is possible for any member of staff, including volunteers, governors, contractors, agency and third-party staff (including supply staff members) and visitors to behave in a way that indicates a person would pose a risk of harm if they continue to work in their present position, or in any capacity with children in a school or college. This includes when someone has
	+ behaved in a way that has harmed a child, or may have harmed a child and/or
	+ possibly committed a criminal offence against or related to a child and/or;
	+ behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
	+ behaved or may have behaved in a way that indicates they may not be suitable to work with children.
* Allegations against staff which meet this threshold will be referred immediately to the directors who will contact the [LADO](https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado) to agree further action to be taken in respect of the child and staff member. In the event of allegations of abuse being made against the Directors, staff are advised that allegations should be reported to the LADO.

**8.2.2 Concerns that do not meet the ‘harm threshold’**

* Sk8side CIC may also need to take action in response to ‘low-level’ concerns about staff, which typically would be behaviours which are inconsistent with our staff code of conduct, including inappropriate conduct outside of work and concerns that do not meet the allegations threshold.
* Where low-level concerns are reported to the Sk8side CIC , the directors will to share or liaise with the LADO enquiries officer via the [LADO Enquiry Line](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kscmp.org.uk%2Fprocedures%2Flocal-authority-designated-officer-lado&data=04%7C01%7CAlison.Watling%40kent.gov.uk%7Cefd47327a4fa4b3a972708d950d61f12%7C3253a20dc7354bfea8b73e6ab37f5f90%7C0%7C0%7C637629703166084747%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=gh4qmYZ5N3khjaixDrEVQntTOJ74wGAlZxO%2FQDEudf0%3D&reserved=0).
* Low-level concerns will be recorded in writing and reviewed so potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern is identified, the Sk8side CIC will implement appropriate action, for example consulting with [the LADO enquiry line](https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado) and following our disciplinary procedures.
* Additional information regarding low-level concerns is contained with our staff behaviour policy/code of conduct – this includes what a low-level concern is and the importance of sharing them. Amend as appropriate

**8.2.3 Safe Culture**

* As part of our approach to safeguarding, the Sk8side CIC has created and embedded a culture of openness, trust and transparency in which our values and expected behaviour as set out in our staff are monitored and reinforced by their peers (including supply staff members, volunteers and contractors) and where all concerns are dealt with promptly and appropriately.
* All staff and volunteers should feel able to raise any concerns about poor or unsafe practice and potential failures in the Sk8side CIC safeguarding regime. The leadership team at Sk8side CIC will takes all concerns or allegations received seriously.
* All members of staff are made aware of the Sk8side CIC Whistleblowing procedure (. It is a disciplinary offence not to report concerns about the conduct of a colleague that could place a child at risk.
* Staff can access the NSPCC whistleblowing helpline if they do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 (8:00 AM to 8:00 PM Monday to Friday) or email help@nspcc.org.uk.
* Sk8side CIC has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.
	+ If these circumstances arise in relation to a member of staff at our Sk8side CIC, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the [LADO](https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado) and/or Directors.
1. **Opportunities to teach safeguarding**
* Sk8side CIC will ensure that children are taught about safeguarding, including online safety, as part of providing a broad and issue based and responsive programme.
* We recognise that Sk8side CIC play an essential role in helping children to understand and identify the parameters of what is appropriate child and adult behaviour, what is ‘safe’, to recognise when they and others close to them are not safe, and how to seek advice and support when they are concerned. Our curriculum provides opportunities for increasing self-awareness, self-esteem, social and emotional understanding, assertiveness and decision making so that children / Young people have a range of age appropriate contacts and strategies to ensure their own protection and that of others.
* Sk8side CIC recognise that a one size fits all approach may not be appropriate for all children, and a more personalised or contextualised approach for more vulnerable children, victims of abuse and some SEND children might be needed.
* Our Sk8side CIC systems support children to talk to a range of staff. Children will be listened to and heard, and their concerns will be taken seriously and acted upon as appropriate.
1. **Physical Safety**
	1. **Use of ‘reasonable force’**
* There may be circumstances when it is appropriate for staff to use reasonable force in order to safeguard children from harm.
	1. **The Use of Premises by Other Organisations**
* Where services or activities are provided separately by another body using the Sk8side CIC facilities/premises, directors will seek written assurance that the organisation concerned has appropriate policies and procedures in place regarding safeguarding children and child protection, and that relevant safeguarding checks have been made in respect of staff and volunteers. If this assurance is not achieved, an application to use premises will be refused.
* Safeguarding requirements will be included in any transfer of control agreement (i.e. lease or hire agreement), as a condition of use and occupation of the premises. Failure to comply with this will lead to termination of the agreement.
	1. **Site Security**
* All members of staff have a responsibility for maintaining awareness of buildings and grounds security and for reporting concerns that may come to light.
* Appropriate checks will be undertaken in respect of visitors and volunteers coming into Sk8side CIC as outlined within national guidance. Visitors will be expected to, sign in and out via the office visitors log and to display a visitor’s badge whilst on site.
* Staff and visitors will be expected to adhere to any safety arrangements implemented because of Covid-19 restrictions.
* Any individual who is not known or identifiable on site should be challenged for clarification and reassurance.
* The Sk8side CIC will not accept the behaviour of any individual (parent or other) that threatens Sk8side CIC security or leads others (child or adult) to feel unsafe. Such behaviour will be treated as a serious concern and may result in a decision to refuse access for that individual to the Sk8side CIC site.
1. **Local Support**

* All members of staff in Sk8side CIC are made aware of local support available.

* Education Safeguarding Service
	+ Area Safeguarding Advisor
		- Insert local details here: <https://www.theeducationpeople.org/our-expertise/safeguarding/safeguarding-contacts/> It is recommended that schools/colleges include up-to-date contact details e.g. area safeguarding advisor phone number.
	+ Online Safety in the Education Safeguarding Service
		- **03000 415797**
		- esafetyofficer@theeducationpeople.org **(non-urgent issues only)**
* LADO Service
	+ **Telephone: 03000 410888**
	+ Email: kentchildrenslado@kent.gov.uk
* Integrated Children’s Services
	+ Front door: 03000 411111
	+ Out of Hours Number: 03000 419191
* Kent Police
	+ 101 or 999 if there is an immediate risk of harm
	+ Insert details for local support e.g. school officer.
* Kent Safeguarding Children Multi-Agency Partnership (KSCMP)
	+ kscmp@kent.gov.uk
	+ 03000 421126
* Adult Safeguarding
	+ Adult Social Care via 03000 41 61 61 (text relay 18001 03000 41 61 61) or email social.services@kent.gov.uk

Appendix 1: Categories of Abuse

All staff should be aware that abuse, neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children. It should be noted that abuse can be carried out both on and offline and be perpetrated by men, women, and children.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Signs that MAY INDICATE Sexual Abuse

* Sudden changes in behaviour and performance
* Displays of affection which are sexual and age inappropriate
* Self-harm, self-mutilation or attempts at suicide
* Alluding to secrets which they cannot reveal
* Tendency to cling or need constant reassurance
* Regression to younger behaviour for example thumb sucking, playing with discarded toys, acting like a baby
* Distrust of familiar adults e.g. anxiety of being left with relatives, a childminder or lodger
* Unexplained gifts or money
* Depression and withdrawal
* Fear of undressing for PE
* Sexually transmitted disease
* Fire setting

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Signs that MAY INDICATE physical abuse

* Bruises and abrasions around the face
* Damage or injury around the mouth
* Bi-lateral injuries such as two bruised eyes
* Bruising to soft area of the face such as the cheeks
* Fingertip bruising to the front or back of torso
* Bite marks
* Burns or scalds (unusual patterns and spread of injuries)
* Deep contact burns such as cigarette burns
* Injuries suggesting beatings (strap marks, welts)
* Covering arms and legs even when hot
* Aggressive behaviour or severe temper outbursts.
* Injuries need to be accounted for. Inadequate, inconsistent, or excessively plausible explanations or a delay in seeking treatment should signal concern.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child’s emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child’s developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Signs that MAY INDICATE emotional abuse

* Over reaction to mistakes
* Lack of self-confidence/esteem
* Sudden speech disorders
* Self-harming
* Eating Disorders
* Extremes of passivity and/or aggression
* Compulsive stealing
* Drug, alcohol, solvent abuse
* Fear of parents being contacted
* Unwillingness or inability to play
* Excessive need for approval, attention, and affection

Neglect: the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing, and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

Signs that MAY INDICATE neglect.

* Constant hunger
* Poor personal hygiene
* Constant tiredness
* Inadequate clothing
* Frequent lateness or non-attendance
* Untreated medical problems
* Poor relationship with peers
* Compulsive stealing and scavenging
* Rocking, hair twisting and thumb sucking
* Running away
* Loss of weight or being constantly underweight
* Low self esteem

Appendix 2: Support Organisations

NSPCC ‘Report Abuse in Education’ Helpline

* 0800 136 663 or help@nspcc.org.uk

National Organisations

* NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
* Barnardo’s: [www.barnardos.org.uk](http://www.barnardos.org.uk)
* Action for Children: [www.actionforchildren.org.uk](http://www.actionforchildren.org.uk)
* Children’s Society: [www.childrenssociety.org.uk](http://www.childrenssociety.org.uk)

Support for Staff

* Education Support Partnership: [www.educationsupportpartnership.org.uk](http://www.educationsupportpartnership.org.uk)
* Professional Online Safety Helpline: [www.saferinternet.org.uk/helpline](http://www.saferinternet.org.uk/helpline)

Support for Children / Young people

* ChildLine: [www.childline.org.uk](http://www.childline.org.uk)
* Papyrus: [www.papyrus-uk.org](http://www.papyrus-uk.org)
* The Mix: [www.themix.org.uk](http://www.themix.org.uk)
* Shout: [www.giveusashout.org](http://www.giveusashout.org/)
* Fearless: [www.fearless.org](http://www.fearless.org)
* Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk/)

Support for Adults

* Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
* Crime Stoppers: [www.crimestoppers-uk.org](http://www.crimestoppers-uk.org/)
* Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
* The Samaritans: [www.samaritans.org](http://www.samaritans.org)
* NAPAC (National Association for People Abused in Childhood): www.[napac.org.uk](https://napac.org.uk/)
* MOSAC: [www.mosac.org.uk](http://www.mosac.org.uk)
* Action Fraud: [www.actionfraud.police.uk](http://www.actionfraud.police.uk)
* Shout: [www.giveusashout.org](http://www.giveusashout.org/)
* Advice now: www.advicenow.org.uk

Support for Learning Disabilities

* Respond: [www.respond.org.uk](http://www.respond.org.uk)
* Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
* Council for Disabled Children: [https://councilfordisabledchildren.org.uk](https://councilfordisabledchildren.org.uk/)

Contextual Safeguarding Network

* <https://contextualsafeguarding.org.uk/>

Kent Resilience Hub

* <https://kentresiliencehub.org.uk/>

Substance Misuse

* We are with you (formerly Addaction): [www.wearewithyou.org.uk/services/kent-for-young-people/](http://www.wearewithyou.org.uk/services/kent-for-young-people/)
* Talk to Frank: [www.talktofrank.com](http://www.talktofrank.com/)

Domestic Abuse

* Domestic abuse services: [www.domesticabuseservices.org.uk](http://www.domesticabuseservices.org.uk)
* Refuge: [www.refuge.org.uk](http://www.refuge.org.uk)
* Women’s Aid: [www.womensaid.org.uk](http://www.womensaid.org.uk)
* Men’s Advice Line: [www.mensadviceline.org.uk](http://www.mensadviceline.org.uk)
* Mankind: [www.mankindcounselling.org.uk](http://www.mankindcounselling.org.uk)
* National Domestic Abuse Helpline: [www.nationaldahelpline.org.uk](http://www.nationaldahelpline.org.uk/)
* Respect Phoneline: [https://respectphoneline.org.uk](https://respectphoneline.org.uk/)

Criminal and Sexual Exploitation

* National Crime Agency: [www.nationalcrimeagency.gov.uk/who-we-are](http://www.nationalcrimeagency.gov.uk/who-we-are)
* It’s not okay: [www.itsnotokay.co.uk](http://www.itsnotokay.co.uk)
* NWG Network: [www.nwgnetwork.org](http://www.nwgnetwork.org)

Honour Based Abuse

* Forced Marriage Unit: [www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)
* FGM Factsheet: <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/496415/6_1639_HO_SP_FGM_mandatory_reporting_Fact_sheet_Web.pdf>
* Mandatory reporting of female genital mutilation: procedural information: [www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information](http://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information)

Peer on Peer abuse, including bullying, sexual violence and harassment

* Rape Crisis: [https://rapecrisis.org.uk](https://rapecrisis.org.uk/)
* Brook: [www.brook.org.uk](http://www.brook.org.uk/)
* Disrespect Nobody: [www.disrespectnobody.co.uk](http://www.disrespectnobody.co.uk/)
* Upskirting – know your rights: [www.gov.uk/government/news/upskirting-know-your-rights](http://www.gov.uk/government/news/upskirting-know-your-rights)
* Lucy Faithfull Foundation: [www.lucyfaithfull.org.uk](http://www.lucyfaithfull.org.uk)
* Stop it Now! [www.stopitnow.org.uk](http://www.stopitnow.org.uk)
* Parents Protect: [www.parentsprotect.co.uk](http://www.parentsprotect.co.uk)
* Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk/)
* Diana Award: [www.antibullyingpro.com/](http://www.antibullyingpro.com/)
* Bullying UK: [www.bullying.co.uk](http://www.bullying.co.uk)
* Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

Online Safety

* CEOP: [www.ceop.police.uk](http://www.ceop.police.uk)
* Internet Watch Foundation (IWF): [www.iwf.org.uk](http://www.iwf.org.uk)
* Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
* Childnet: [www.childnet.com](http://www.childnet.com)
* UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
* Report Harmful Content: [https://reportharmfulcontent.com](https://reportharmfulcontent.com/)
* Marie Collins Foundation: [www.mariecollinsfoundation.org.uk](http://www.mariecollinsfoundation.org.uk)
* Internet Matters: [www.internetmatters.org](http://www.internetmatters.org/)
* NSPCC: [www.nspcc.org.uk/onlinesafety](http://www.nspcc.org.uk/onlinesafety) and [www.net-aware.org.uk](http://www.net-aware.org.uk)
* Get Safe Online: [www.getsafeonline.org](https://www.getsafeonline.org/)
* Parents Protect: [www.parentsprotect.co.uk](http://www.parentsprotect.co.uk)
* Cyber Choices: <https://nationalcrimeagency.gov.uk/what-we-do/crime-threats/cyber-crime/cyberchoices>
* National Cyber Security Centre (NCSC): [www.ncsc.gov.uk](http://www.ncsc.gov.uk)

Mental Health

* Mind: [www.mind.org.uk](http://www.mind.org.uk)
* Moodspark: [https://moodspark.org.uk](https://moodspark.org.uk/)
* Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
* We are with you (formerly Addaction): [www.wearewithyou.org.uk/services/kent-for-young-people/](http://www.wearewithyou.org.uk/services/kent-for-young-people/)
* Anna Freud: [www.annafreud.org/schools-and-colleges/](http://www.annafreud.org/schools-and-colleges/)

Radicalisation and hate

* Educate against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
* Counter Terrorism Internet Referral Unit: [www.gov.uk/report-terrorism](http://www.gov.uk/report-terrorism)
* True Vision: [www.report-it.org.uk](http://www.report-it.org.uk)

Children with Family Members in Prison

* National information Centre on Children of Offenders (NICCO): <https://www.nicco.org.uk/>

This policy is reviewed annually by the Director’s Board