



Angling4Education SAFEGUARDING & CHILD PROTECTION POLICY

**COVERING A4E STAFF / PERIPETETIC & VOLUNTARY
STAFF & GROUPS ATTENDING A4E ACTIVITIES WITH NO
SAFEGUARDING & CHILD PROTECTION POLICY**

Multi Agency Safeguarding Hub (9am – 5pm) - [01403 229900](tel:01403229900)

Multi Agency Safeguarding Hub (Out of Office Hours) - 033 022 26664

mash@westsussex.gcsx.gov.uk

A4E Director 07795410812

1. GUIDING PRINCIPLE

The aim and purpose of Angling4Education (A4E) is *“the advancement of the education of young people by helping them so to develop their mental, physical and spiritual capacities that they may grow to full maturity as individuals and members of society and that their conditions of life may be improved”*.

The work of Angling4education involves working closely with many children and young people. A4E seeks for those children and young people to enjoy a safe environment. A4E will endeavour to protect those children and young people from any risks from staff, outside members of the public, third party instructors/activity providers and each other. It is our policy that all staff read and sign to acknowledge they have read and adhere to this policy.

Angling4Education believes that:

Children are entitled to safeguarding & protection from physical sexual or emotional abuse, neglect and exploitation.

Angling4Education works within the West Sussex Local Safeguarding Children Board Policies & Procedures.

2. LEGAL FRAMEWORK

The Children Act 1989 defines a number of key principles and duties in respect of child protection.

PRINCIPLES

- the child's welfare is the court's paramount consideration
- delay is likely to prejudice the welfare of the child
- the wishes and feelings of the child must be taken into consideration

3. RESPONSIBILITIES

3.1 After initial approval by the Angling4Education director, the Staff team will thereafter be responsible for the implementation of the policy and its guidelines, both of which may be amended by the director where necessary, and reviewed annually.

3.2 The director will monitor its implementation.

3.3 The Director main contact for the day-to-day implementation of these procedures.

4. RECOGNITION OF AUTHORISED LEADERS & HELPERS

4.1 The authorisation process will include a DBS checks every 3 years.

4.2 All documents and forms received, as part of the process of authorisation will remain confidential, to be kept in a secure place and not discussed outside of the authorisation process. Any incidents will be recorded by the Director and in conjunction with Mash.

4.3 Volunteers and young people [i.e. those under 18] may sometimes be used as helpers.

These helpers will be responsible to a named leader or helper and never be in a position where they are providing unsupervised care of children.

They will not be counted as a 'helper' when considering staffing ratios.

These opportunities to help are essential for the benefit of the individual young person to provide experience.

In these circumstances the procedure will be that the volunteer is never left unsupervised. A DBS would not normally be carried out.

5. RESPONSIBILITIES OF LEADERS AND HELPERS

5.1 Each leader of a group will be responsible for ensuring:

- They can be contacted via mobile phone.
- That appropriate safeguarding & child protection procedures are in place including, as a minimum, the procedures and guidelines given in this statement.
- That no unauthorised individuals have unsupervised contact with the children or young people.
- That appropriate cover is available in their absence.
- That all invited guests having responsibility for the children and young people follow their own Safeguarding & Child Protection Policy, or have access to a copy of this statement and require them to adhere to it.

5.2 All group leaders and helpers must adhere to the policies, procedures and guidelines in this statement at all times.

5.3 Good Practice Guidelines for Staff

Treat all children and young people with, respect and dignity befitting their age; watch language, tone of voice and where you put your body.

- Do not engage in any of the following:
- Invading the privacy of children when showering or toileting
- Making sexually suggestive comments about or to a young person even in 'fun'
- Intrusive touching of any sort
- Any scapegoating, ridiculing or rejecting a child or young person.

Make sure another adult is present if a child needs special attention.

Do not let youngsters involve you in excessive attention seeking, especially if it is overtly sexual or physical in nature.

Avoid giving lifts to children or young people on their own, other than for short journeys. If they are alone in the car ensure that you can drive safely without coming into contact with the young person, ask them to move if possible.

Avoid sharing sleeping accommodation with an individual child or young person.

6. WHAT IS CHILD ABUSE?

Recognition of suspected or actual child abuse is the responsibility not only of all personnel, but also the community, and should be acted on appropriately. For further information personnel should consult the West Sussex Local Safeguarding Children Board Policies & Procedures.

6.1 Definition, Recognition and Awareness

All personnel working with children and families should be alert to signs of stress affecting the care and parenting of children and should seek to prevent a situation escalating to a point where a child is at risk.

An abused child is a boy or girl, 17 years or under, who has suffered from, or is believed to be, at significant risk of physical injury, neglect, emotional abuse or sexual abuse.

RECOGNITION

Depends on:

- the child's welfare being the paramount consideration
- being fully aware of the signs and symptoms of child abuse
- being aware that abuse can occur in all social classes
- being always alert to the possibility of any injury being non-accidental or illness being avoidable
- strong suspicion when a pattern of injuries occur over a period of time and there is a lack of consistency between the injuries sustained and the explanation offered
- being aware that children who suffer from learning and physical difficulties are vulnerable to abuse
- being sensitive to changes in children's behaviour

6.2 Definitions of Abuse

There are four definitions of different types of abuse. Angling4education staff need to aware of these definitions.

Physical Abuse

Physical abuse 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 feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape and buggery) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

If anyone has concerns of sexual abuse of a child from observations then this should be discussed with the A4E Director

All concerns should be discussed/referred to: MASH 01403 229900 Out of Hours 0330 222 6664

If you are worried about a child and see any signs and symptoms of physical abuse refer to MASH [01403 229900](tel:01403229900) Out Of Office [033 022 26664](tel:03302226664)

7. DISCLOSURE

7.1 What to do in case of disclosure:

Check List: Use if a young person discloses details of abuse:

- Treat the matter very seriously
- Do not promise to keep it a secret
- Listen very carefully
- Do not press for information but try to clarify names, dates, times, places and nature of abuse
- Find out whether they have disclosed this information to others
- Check whether Social Services have already been informed
- Explain that you will have to inform a senior member of staff and the matter will be taken further
- Write detailed notes as soon as you can. Try to note the words used, the way they were said and the facts of who was concerned, the dates, times, places and nature of abuse
- Complete an Angling4education disclosure/incident form
- As soon as possible inform a Director of Angling4education or the most senior member of staff available.
- The person informed will then take over responsibility for handling the situation
- Do not speak to the parents or guardians or any other person, until discussed with the line of contact. You may need to discuss with Children & young people Services and take advice whether parent/s guardians can be contacted
- If you are unable to contact a member of Angling4education management and the issue is urgent, staff should contact children's social care immediately on the most appropriate following number:

MASH 01403 229900 Out of Hours 0330 222 6664

Director for Angling4education 07795410812

Things to say:

- I have got to tell somebody else
- "We will help you"
- Repeat the last few words the child said
- "You have done the right thing to tell me"

Things not to say:

- "You should have told someone before"
- "I can't believe it, I'm shocked"
- "No not, he's/she's a friend of mine"
- "I won't tell anyone else"

At the end:

- Finish on a positive note, reassure the child it was right to tell and assuring them they are not to blame for what they say has happened.
- Let them know what you are going to do next including that you will need to tell someone else i.e. Director.
- Immediately seek help from Director
- Make notes as soon as possible [within the hour is ideal], of what you and the child said, and record all dates and times mentioned.

8. INAPPROPRIATE BEHAVIOUR OR ALLEGATIONS OF ABUSE AGAINST LEADERS OR HELPERS

All staff should take care not to place themselves in a vulnerable position with a child.

If an adult is observed acting in a way that is unsuitable or could be misinterpreted, they should be spoken to individually or reported to the A4E Director, as appropriate.

If a worker has an allegation of abuse made against them, the Director should be contacted within one hour. If the matter cannot be resolved, or it is substantiated, then the matter should be referred to Mash and the Police, followed by suspension until an investigation is completed.

If the Director is in question MASH should be contacted direct.

Suspension of a member of staff following an allegation needs careful consideration by the Director

9. LINES OF CONTACT

If abuse is suspected, discovered or disclosed the Director must be contacted without delay. The role of the Director will be to:

If necessary, contact MASH [01403 229900](tel:01403229900) Out Of Office [033 022 26664](tel:03302226664) or the Police (0845 60 70 999) and ask for the Call-handling Centre and follow it up in writing. Whilst people are often concerned about what they will be putting in motion if they take this step - Children's Social Care are there to help and unfounded fears should not prevent appropriate action. The Director only will speak to the parent if advised to do so.

Under no circumstances attempt to carry out any investigation into the allegation or suspicions of abuse. The role of Director is to collect and clarify the precise details of the allegation or suspicion and to provide this information to Children's Social Care, whose task it is to investigate the matter under Section 47 of The Children Act 1989.

Make clear notes of all conversations and actions taken. Keep original documentation in a secure place. Reference must be made in and to the log book.

Whilst allegations or suspicions of sexual abuse will normally immediately be reported to the Director during the activity, if the Director is unavailable this should not delay immediate referral to MASH. If sexual intercourse is alleged to have occurred very recently, then the course leader should contact the police immediately so that evidence is preserved. Where sexual abuse is suspected, never speak to the parents, but refer the case to MASH **The Duty Manager should only share any information in a strictly limited way on a need to know basis.**

10. WHISTLE BLOWING POLICY

All staff should be aware of their duty to raise concerns, where they exist, of any form of child abuse which may include attitude or actions of colleagues. They should contact the Director in confidence. If they are unhappy contacting the Director they should contact MASH direct. Any suspicions will be investigated and any appropriate action implemented.

If a member of staff believes that a reported allegation or concern is not being dealt with appropriately they should report the matter to MASH.

11. Child Sexual Exploitation

Child Sexual Exploitation (CSE) is a form of child abuse which involves children and young people, male and female, of a range of ethnic origins and ages, in some cases as young as 10, receiving something in exchange for sexual activity. Perpetrators are found in all parts of the country and are not restricted to particular ethnic groups.

Staff should be aware of key indicators of children being sexually exploited which can include:

- going missing for periods of time or regularly coming home late
- regularly missing school or education or not taking part in education
- appearing with unexplained gifts or new possessions
- associating with other young people involved in exploitation
- suffering from sexually transmitted infections
- mood swings or changes in emotional wellbeing
- drug and alcohol misuse and
- displaying inappropriate sexualized behavior.

Many children and young people who are victims of sexual exploitation do not recognise themselves as such.

In assessing whether a child or young person is a victim of sexual exploitation or at risk of becoming a victim, careful consideration should be given to the issue of consent. It is important to bear in mind that:

- a child under the age of 13 is not legally capable of consenting to sex or any other kind of sexual touching
- sexual activity with a child under 16 is also an offence
- it is an offence for a person to have a sexual relationship with a 16 or 17 year old if they hold a position of trust or authority in relation to them
- where sexual activity with a 16 or 17 year old does not result in an offence being committed, it may still result in harm, or the likelihood of harm being suffered
- non-consensual sex is rape whatever the age of the victim and
- if the victim is incapacitated through drink or drugs, or the victim, or his or her family has been subject to violence or threat of it, they cannot be considered to have given true consent and therefore offences may have been committed.

Where CSE or the risk of it is suspected, staff should discuss the case with a manager. If after discussion there remain concerns, LSCB procedures should be triggered, including referral to the LA children's social care and Police, regardless of whether the victim is engaging with services or not.

12. BULLYING/ ANTI—DISCRIMINATION POLICY

Bullying and discrimination can be distressing and harmful to children. Bullying and any form of discrimination should be taken seriously by all. Details of incidents should be investigated and reported to the leader in charge of the group and try to prevent any reoccurrence. Ultimately any offenders may be asked to leave Angling4Education sessions.

All warnings of abuse should be taken seriously from whatever source, especially those emanating from children themselves.

“Bullying is a deliberate act done to cause distress. It can range from ostracizing, name-calling, teasing and extortion through to physical assault on persons and/or property. It can be an unresolved single frightening incident which casts a shadow over a child's life or series of such incidents.”

Other aspects of bullying behavior include:

Verbal, physical or psychological intimidation

Attempts to make others feel inferior making demands

Offensive remarks of a racial or sexual nature

Derogatory remarks concerning family, home life, appearance, race or sexual orientation.

Cyber bullying

13 PREVENTING RADICALISATION

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer.

The internet and use of social media has become a major factor in the radicalisation of young people.

As with other safeguarding risks staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who may be at risk of radicalisation and act proportionately, which may include making a referral to the Channel programme.

All Angling4education staff are encouraged to access the government's educate against hate website

14. SUICIDE

While self-injury and suicide are separate areas, those who self-injure and those who commit suicide are both in emotional distress. It is vital that all emotional distress among young people is taken seriously to minimize the chances of self-injury or suicide. All warning signs and disclosures of suicidal thoughts should be taken extremely seriously

ANGLING4EDUCATION SAFEGUARDING & CHILD PROTECTION POLICY STATEMENT

The following Policy was agreed on 1.6.2018

- ❖ We believe that all young people should be safeguarded.
- ❖ We believe that children are entitled to protection from abuse, neglect and exploitation.
- ❖ We are committed to the nurturing, safeguarding and protection of all, especially the young and vulnerable.
- ❖ We recognise that child protection is everybody's responsibility.
- ❖ We are committed to following the West Sussex Local Safeguarding Children Board Policies & Procedures and following statutory, and specialist guidelines.
- ❖ We review this policy annually.

A copy of the full policy can be seen on request.

Signed by The Director:

Date:

Review date: