

St Gabriel's Centre Weoley Castle (SGCWC)

Safeguarding Policy: Children

This policy has been designed to ensure the welfare and protection of any child and/or young person who accesses the services provided by SGCWC. It recognises that child protection can be a very difficult subject for workers to deal with to the extent that it is sometimes easier to close your eyes to what is happening or believe that it is somebody else's problem to deal with. SGCWC is committed to the belief that protecting children and young people is everybody's responsibility and therefore the aim is to provide a policy that will enable all workers and volunteers to act appropriately to any concerns that arise in respect of a child/young person. SGCWC is committed to the principles of equality and diversity including, where appropriate, the recruitment of ex-offenders. A copy of the SGCWC equality and diversity policy is available upon request.

PURPOSE

- To ensure that all staff and volunteers (legally responsible adults) working with children are carefully selected and understand and accept responsibility for the safety of children in their care.
- To raise awareness of protection issues
- To ensure that the child's welfare is of paramount importance, regardless of age, gender, ability or race, when planning, organising, advising on and delivering services/activities.
- To respond swiftly and appropriately to all suspicions or allegations of abuse, and to ensure confidential information is restricted to the appropriate external agencies.
- To raise the awareness of relevant staff, partner organisations and volunteers of child protection issues through the provision of training.
- To monitor and review the effectiveness of this policy on a regular basis.
- To ensure that the principles of this policy are adopted by all our partner organisations, through the adoption of this policy or their own organisation's policy, which meets the same level of determination with regard to the client's safety.

CHILD PROTECTION PROCEDURE

1 Recruitment:

- 1.1 Staff and volunteer recruitment procedures will include a Disclosure check at an enhanced level for all personnel with substantive access to children and should always include the Confidential Declaration and the use of references.
- 1.2 All staff working with children and those who have 'access' to children on a regular basis should be vetted and required to hold a Disclosure Certificate at the relevant level. This group of staff should also attend a training course.
- 1.3 All staff who come into contact with children should be invited to attend training courses but vetting will not be required.
- 1.4 In any contract of employment, it should be made clear that if any disclosure is received which in the reasonable opinion of the Board makes the employee unsuitable to work with children; St Gabriel's Centre has the right to terminate such contract immediately and without notice.

2 Creating a Safe Environment:

- 2.1 Staff and volunteers working with children should be appropriately trained and qualified to ensure the safe provision of services, coaching and use of equipment.
- 2.2 Staff and volunteers working with children should carefully plan activity sessions with care and safety of children as their primary concern, including the use of appropriate activities that are testing and stretching yet not unnecessarily rough or demanding.
- 2.3 Wherever possible, staff and volunteers should avoid being alone with a child, including offering lifts or taking children to their own home.
- 2.4 Staff and volunteers should only assist children in a non-intrusive manner and should encourage children to be responsible for getting themselves ready, such as getting themselves changed before and after activities.
- 2.5 Staff and volunteers on the Walking Bus for After School Club should follow the agreed safest route, especially when crossing roads.
- 2.6 Staff and volunteers should not use mobiles or unauthorized cameras in any sessions that involves children and young people. **Please refer to Mobile Phone policy.**
- 2.7 Staff and volunteers should not be in contact with any child or young person at SGCWC (unless they related to them) by mobile phone, email or social media or any other similar means. **See E-safety and Social Media policies.**

3 Roles and Responsibilities:

This list is not comprehensive and staff and volunteers may be asked to undertake other duties deemed necessary to fulfil their role.

- 3.1 All staff and volunteers are required to complete a 'Disclosure of Background' form under the terms of the Children Act 1989.
 - 3.2 Staff and volunteers planning sessions should comply with the standards set by their appropriate professional body.
 - 3.3 Staff and volunteers must give due regard to issues of safety at all times.
 - 3.4 All accidents involving staff and volunteers or participants should be recorded in the organisation's accident book immediately or as soon as practicably possible.
 - 3.5 Staff and volunteers are responsible for familiarising themselves with building safety issues, such as, fire procedures, location of emergency exits, location of emergency telephones and first aid equipment.
 - 3.6 Staff and volunteers are responsible for reporting suspected cases of child abuse to the appropriate people.
- IT IS NOT THE RESPONSIBILITY OF STAFF OR VOLUNTEERS TO INVESTIGATE SUSPECTED ABUSE.**
- 3.7 Staff, or the volunteer in charge, will be expected to keep an attendance register for all organised sessions.
 - 3.8 Staff, or the volunteer in charge, should have access to any parent consent/emergency consent forms for all children taking part in the organised sessions (where parents are not present) and this information should be treated as confidential.
 - 3.9 Staff and volunteers are expected to promote, demonstrate and incorporate the values of fair play, trust and ethics throughout the session and course of their activities.
 - 3.10 Staff, or the volunteer in charge, should ensure that they are adequately insured, to protect against claims of negligence, through their organisation or their own personal insurance if acting as a self employed agent.

4 Managing Allegations made against a member of Staff or Volunteer

SGCWC will ensure that any allegations made against members or a member of staff will be dealt with swiftly and in accordance with these procedures. ·

4.1 The worker must ensure that the child is safe and away from the person against whom the allegation is made. ·

5 Recognising Abuse

Child abuse manifests itself in a variety of different ways, some overt and others much less so. During staff child protection training all staff will be trained in the signs and evidence of physical, sexual and emotional abuse or neglect and will be expected to be vigilant of the signs.

5.1 *Physical Abuse*: Bruising is a normal part of active, healthy childhood, however be alert when a child with developed language cannot give a reasonable explanation for marking. Marks may include hand slaps, pinch or grip, burns or bites as well as bruising in an unexplained place. These may be made by hitting, shaking, throwing, burning, suffocating or any other physical harm. Deliberately causing a child's ill health also constitutes physical abuse.

5.2 *Sexual Abuse*: This involves forcing or enticing a child 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 or non-penetrative acts. Showing children pornographic materials, sexual activities, or encouraging children to behave in sexually inappropriate ways also constitutes sexual abuse.

Signs may include bruising to the buttocks, inner thighs, vaginal or anal areas, sexually explicit behaviour or language and complaints of "pains" in the tummy or genitals with no medical explanation.

5.3 *Sexual Exploitation*: Child sexual exploitation occurs when a child or young person, or another person, receives "something" (for example food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of the child performing sexual activities, or another person performing sexual activities on the child.

The presence of any significant indicator for the sexual exploitation should trigger a referral to children's social care. Signs may include; having a relationship of concern with a controlling adult or young person (this may involve physical and/or emotional abuse and/or gang activity), entering and/or leaving vehicles driven by unknown adults, possessing unexplained amounts of money expensive clothes or other items, frequenting areas known for risky activities, being groomed or abuse via the internet and mobile technology and having unexplained contact with hotels, taxi companies or fast food outlets.

5.4 *Emotional abuse*: Varying degrees of emotional abuse is present in virtually all child protection incidents, but can also constitute abuse in its own right. Emotional abuse involves persistent or severe emotional ill-treatment or torture causing, or likely to cause, severe adverse effects on the emotional stability of a child. Such behaviour may involve conveying to a child that they are worthless, unloved, or inadequate, or making them feel unnecessarily frightened or vulnerable. It may involve seeing or hearing the ill-treatment of another person or involve serious bullying (including cyberbullying). Sign may be; a child consistently describes themselves in a very negative ways, over-reaction to mistakes, delayed physical mental or emotional development, sudden speech or sensory disorder, inappropriate emotional responses, neurotic behaviour, self-harming drug or solvent abuse, fear of parents being contacted, running away, compulsive stealing, appetite disorders, soiling smearing faeces wetting.

5.5 *Neglect*: Neglect is the persistent failure to meet a child's basic physical, emotional or psychological needs, such as is likely to have a severe impact on their health, development or emotional stability. Neglect may involve failing to provide adequate food, shelter or clothing for a child, or failing to adequately protect them from physical harm or ill health Neglect can also manifest itself in a failure to meet the basic emotional needs of child. Signs may include; delay in seeking treatment that is obviously needed, unawareness or denial of any injury pain or loss of function, incompatible explanations offered – several different explanations or the child is said to have acted in a way that is inappropriate to their age and development, reluctance to give information or failure to mention other know relevant injuries, frequent presentation of minor injuries, a persistently negative attitude of parent towards the child, unrealistic expectations or constant complaints about the child, alcohol drug substance misuse in parents, parents request removal of children home or violence between adults in the household

- 6 All concerns or changes of behaviour will be recorded on an **Incident Sheet**.
- 7 The person who receives the allegation or who has the concern should complete the pro forma. All workers and volunteers of SGCWC are bound by the organisation's **Confidentiality Policy**. This covers the commitment to manage confidential information safely, how information is stored in the circumstances in which information needs to be shared. SGCWC believes that all children and young people have the right to confidentiality unless SGCWC considers that they could be at risk of abuse and/or harm.

6 SAFEGUARDING CHILDREN WHO ARE VULNERABLE TO RAICALISATION

6:1 Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

6:2 SGCWC values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. We all have the right to speak freely and voice our opinions, however freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

6:3 The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. The SGCWC is clear that hits exploitation and radicalisation should be viewed as a safeguarding concern and that protection children from the risk of radicalisation is part of our safeguarding duty.

6:4 SGCWC seeks to protect children and young people against the messages of all violent extremism including but not restricted to, those linked to Islamist ideology, or to Far Right/Neo Nazi/White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

7 INDICATORS OF VULNERABILITY TO RADICALISATION

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

7:1 Extremism is defined by the Government in the Prevent Strategy as; vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

7:2 Extremism is defined by the Crown Prosecution Service as: The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs.
- Seek to provoke others to terrorist acts.
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts or
- Foster hatred which might lead to inter-community violence in the UK.

7:3 There is no such thing as "typical extremism" those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

7:4 Children may become susceptible to radicalisation through a range of social, personal and environmental factors – it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities.

7:5 Indicators of vulnerability include;

- Identity Crisis – the child is distanced from their cultural/religious heritage and experiences discomfort about their place in society.
 - Personal Crisis – the child may be experiencing family tensions, a sense of isolation, and low self-esteem, they may have dissociated from their existing friendship group and become involved with a new and different group of friends, they may be searching for answers to questions about identity, faith and belonging.
 - Personal Circumstances – migration, local community tensions, and events affecting the child's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
 - Unmet Aspirations – the child may have perceptions of injustice, a feeling of failure, rejection of civic life.
 - Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration.
 - Special Educational Need – children may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
- This list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

7:6 Critical risk factors could include

- Being in contact with extremist recruiters.
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing or accessing violent extremist literature.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Justifying the use of violence to solve societal issues.
- Joining or seeking to join extremist organisations.
- Significant changes to appearance and/or behaviour and
- Experiencing a high level of social isolation resulting in issues of identity crisis and /or personal crisis.

Any concerns about a child or young person being at risk of radicalisation or involvement in terrorism should be referred to The Single Point of Contact for SGCWC who is the Senior Safeguarding Lead Revd Fiona Harrison-Smith.

SGCWC has a duty to cooperate with Channel – a multi-agency approach to provide support to individuals who are at risk of being drawn into terrorist related activity led by the Police Counter-Terrorism Unit. This would include cooperating with the Police in providing information about an individual who is referred to Channel (Section 38, Counter Terrorism and Security Act 2015).

8 SAFEGUARDING CHILDREN WHO ARE VULNERABLE TO EXPLOITATION, FORCED MARRIAGE, FEMALE GENITAL MUTILATION, OR TRAFFICKING

Staff and volunteers need to be aware that some children and young people may be vulnerable to exploitation, forced marriage, female genital mutilation or trafficking, and report any concerns they may have to the DSL or Senior Safeguarding Lead.

8:1 From October 2015 all schools are subject to a mandatory reporting requirement in respect of female genital mutilation of a child or young person under 18 years.

8:2 If staff or volunteers at SGCWC have reasons to suspect that an act of female genital mutilation has been carried out on a child or young person they will discuss the situation with the DSL or Senior Safeguarding Lead, who may consult children's social care before a decision is made as to whether the mandatory reporting duty applies.

8:3 Children who go missing from education

See also related policies:

Collection by an Unknown Adult

Missing Child Procedure

Confidentiality

Complaints

Smoking, Alcohol and Drugs

Mobile Phone

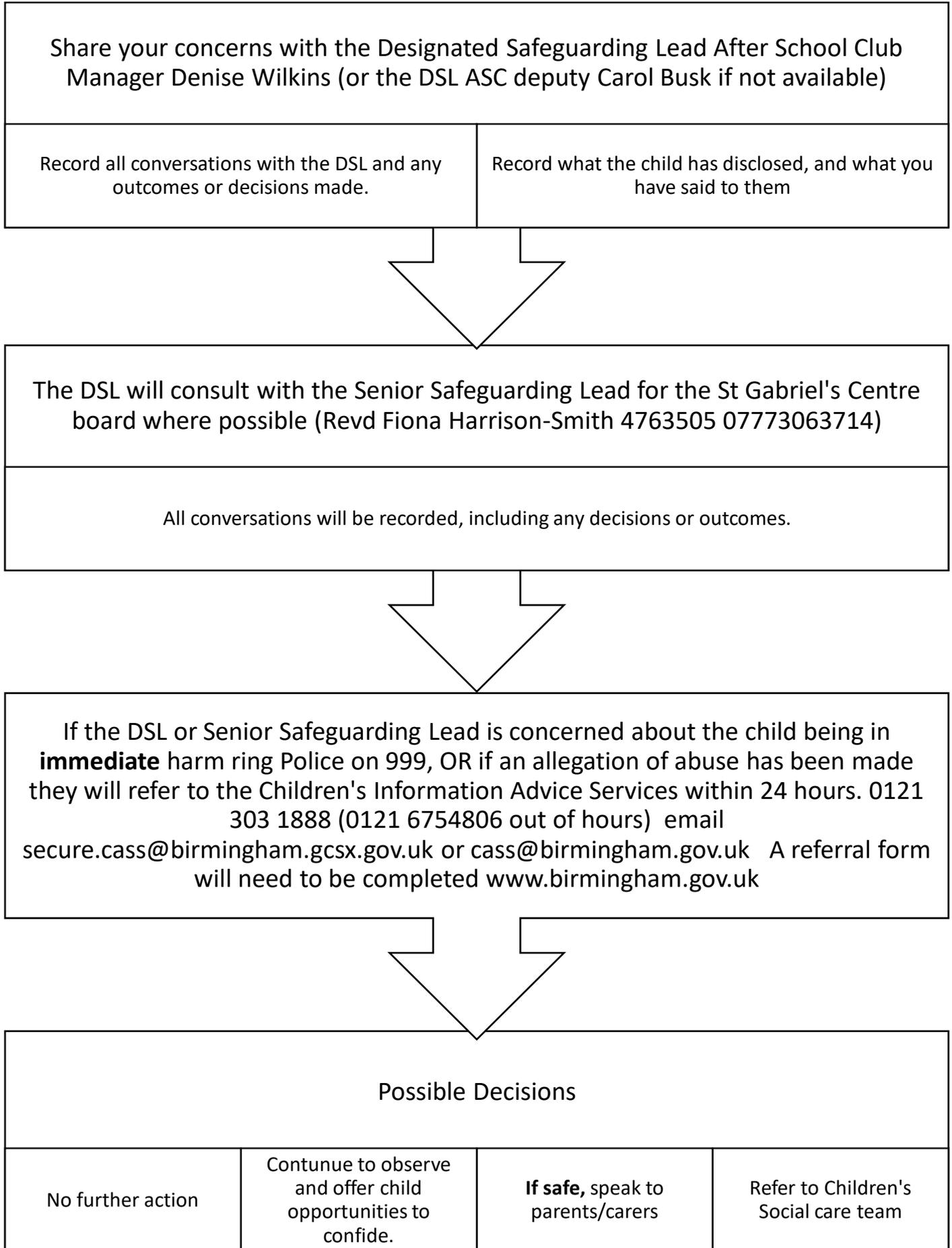
E-Safety

Social Media

This policy is to be reviewed annually or in response to changes in legislation.

Signed: _____ FHarrison-Smith _____ Date: _____ Jan19 _____

AFTER SCHOOL CLUB; What to do if you suspect a child or young person is being abused or young person tells you they are being abused:

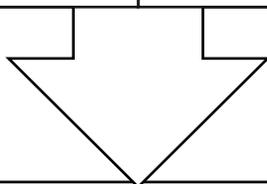


What to do if you suspect a child or young person is being abused or young person tells you they are being abused:

Share your concerns with the Designated Safeguarding Lead for the session or Senior Safeguarding Lead for the St Gabriel's Centre

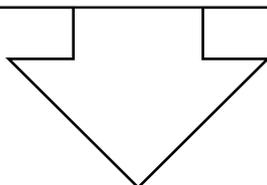
Record all conversations with the DSL/SSL and any outcomes or decisions made.

Record what the child has disclosed, and what you have said to them

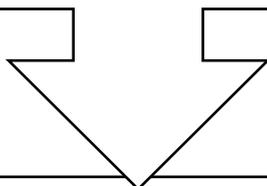


The DSL will consult with the Senior Safeguarding Lead for the St Gabriel's Centre board where possible (Revd Fiona Harrison-Smith 4763505 07773063714)

All conversations will be recorded, including any decisions or outcomes.



If the DSL or Senior Safeguarding Lead is concerned about the child being in **immediate** harm ring Police on 999, OR if an allegation of abuse has been made they will refer to the Children's Information Advice Services within 24 hours. 0121 303 1888 (0121 6754806 out of hours) email secure.cass@birmingham.gcsx.gov.uk or cass@birmingham.gov.uk A referral form will need to be completed www.birmingham.gov.uk



Possible Decisions

No further action

Continue to observe and offer child opportunities to confide.

If safe, speak to parents/carers

Refer to Children's Social care team