

Unit 1 Gym Safeguarding Children Policy

Unit 1 Gym acknowledges the duty of care to safeguard and promote the welfare of children. We are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

This policy recognises that the welfare and interests of children are paramount in all circumstances.

This policy and related procedures apply to every person involved in Unit 1 Gym. Our policy and procedures will be widely promoted and are mandatory for everyone involved in Unit 1 Gym. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in exclusion from our organisation

Aims: To ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children:

- have a positive and enjoyable experience of sport at Unit 1 Gym in a safe and child centred environment
- are protected from abuse whilst participating in our classes and outside of our gym

Unit 1 Gym acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

Actions: As part of our safeguarding policy Unit 1 Gym will

- promote and prioritise the safety and well-being of children and young people
- ensure everyone understands their roles and responsibilities regarding safeguarding children and is provided with appropriate training and learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

Adoption and Monitoring

Our policy will be reviewed one year from now and every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as a result of any other significant change or event.

..... Date..... October 2017)

This Policy has been formally adopted by Richard Gent on behalf of Unit 1 Gym

Unit 1 Gym Safeguarding Children Procedures

Unit 1 Lead Safeguarding Officer: Richard Gent
Email: rich@unit1gym.com, Telephone: 07782 103804

Duty to Refer: Everybody has a duty of care to protect children from abuse. All concerns regarding safeguarding should be passed on to the Lead or Deputy Safeguarding Officer (SO) without delay. The SO will be responsible for dealing with the concern through internal procedures or where necessary involving Children's and Young People's Services.

If you are worried about a child and cannot contact the Safeguarding Officer, call **Suffolk Safeguarding Children's Board 24 Hour Service: 0808 800 4005**
If a child is in immediate danger call **Suffolk Police: 01473 613500**

Definitions of Abuse

Child abuse can take four forms:

- Physical abuse
- Emotional abuse
- Neglect
- Sexual abuse

Most types of child abuse can take one or several of these forms, for example bullying and domestic violence are often both physical and emotional forms of abuse. Children and young people can also be abused by other children. It can happen at any age and within families or other settings outside the home environment. Children can also be abused via mobile phones or the internet.

For more information refer to our Safeguarding Children Folder found at the front desk of Unit 1 Gym.

Recognising signs of abuse

- Bruises, Scalds or Burns, Bite marks, Fractures or other suspicious injuries
- Poor appearance and hygiene
- Health and developmental problems
- Sexually Explicit Behaviour
- Stay away from certain people e.g. fear being alone with certain individuals
- Inappropriate Sexual Awareness e.g. use sexual language or know information that you wouldn't expect them to.

The NSPCC lists the following possible changes in behaviour to notice: Withdrawn, suddenly behaves differently, anxious, clingy, depressed, aggressive, problems sleeping, eating disorders, wets the bed, soils clothes, takes risks, misses school, changes in eating habits, obsessive behaviour, nightmares, drugs, alcohol, self-harm thoughts about suicide

Responding to signs or suspicions of abuse

- Note down concerns with the date and inform the designated Safeguarding Officer immediately. Fill in an incident reporting form immediately if possible.
- If you cannot contact Richard, you should call Suffolk Safeguarding Children's Board 24 Hour Service: 0808 800 4005

Responding to a child/ Young Person telling you about abuse

- Listen and reassure.
- Avoiding leading questions
- Tell the child or young person what you will do next: do not promise confidentiality.

- Document and date all concerns and pass on to the Safeguarding Officer immediately.
- Fill in an incident reporting form immediately if possible.
- If you cannot contact Richard or Nikki, you should call Suffolk Safeguarding Children's Board 24 Hour Emergency Duty Service: 0808 800 4005

Complaints or Allegations of abuse against a member of staff, other worker or volunteer at Unit 1

All those involved in Unit 1 Gym must adhere to our code of ethics and operating procedures regarding children and young people.

If you witness members acting otherwise or are informed of a complaint you must:

- Fill in an incident reporting form and inform the designated Safeguarding Officer without delay

Respond to allegations of abuse against someone not working in the group

This may be a parent or carer, another child, school teacher or anybody else. Listen and reassure.

- Avoiding leading questions
- Tell the child or young person what you will do next: do not promise confidentiality.
- Document and date all concerns and pass on to the Safeguarding Officer immediately.
- If you cannot contact Richard or Nikki, you should call Suffolk Safeguarding Children's Board 24 Hour Service: 0808 800 4005

How information will be recorded

In all cases, a written record will be kept of the allegation, the investigation and the outcome. This record will be kept confidential.

Confidentiality policy

Privacy and confidentiality should be respected where possible but if doing this leaves a child at risk of harm then the child's safety has to come first.

- Legally, it is appropriate to share information if someone is worried about the safety of a child.
- Not everyone needs to know when a concern or worry is raised. This respects the child's, family's and/or staff's rights to privacy. So only people who need to know will be told about it.

It is not child protection but I am still concerned

Sometimes concerns about a child may not be about abuse. You may be concerned that a child or family need some help in making sure all the child's needs are met to address a particular problem. Examples of this might be where a child is suffering because of poverty, getting into trouble in the community, or has a disability and needs extra help. Contact the Safeguarding Officer who will be able to refer them to appropriate services.

Legal Framework

The Children Acts 1989 and 2004

The Children Act 2004 provides county councils (social care services departments) and others with powers and duties to protect children. There are a number of general principles, which need to be borne in mind when considering any part of the legal framework. The child's welfare is of paramount importance.

Under section 47 of the Children Act 1989, a Local Authority (i.e. Social Care Services department) must make enquiries regarding a child's welfare (investigate) where:

the Authority has reasonable cause to suspect that a child living, or found in their area, is suffering, or is likely to suffer, significant harm.

The enquiries will enable the Local Authority (Social Care Services) to decide whether they should take any specific action to safeguard and/or promote the child's welfare.

It is very important that all investigations into such matters are conducted in accordance within Suffolk Safeguarding Children Board Policy and Procedures (see www.suffolkscb.org) and in a manner that will not prejudice any further action such as a criminal prosecution. For this reason, if you become aware of something that may need further investigation, do not attempt to investigate the matter yourself. All investigations will be carried out by the Police / Social Care Services and will be in accordance with Suffolk Safeguarding Children Board guidelines.