**Children’s Safeguarding Policy for Grassroots Sports Bristol**

Grassroots Sports Bristol abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

* We recognise the welfare of children is paramount in all the work we do and in all the decisions we take.
* All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse.
* Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare.

**Purpose:**

Grassroots Sports Bristol will:

* Protect children and young people who attend Grassroots Sports Bristol’s clubs from harm. This includes the children of adults who use our services.
* Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Grassroots Sports Bristol including senior managers, Self-Employed staff, volunteers, sessional workers, and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

**Definitions**:

The Children Act 1989 definition of a child is:anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

**Adult at Risk:**

Anadult who has needs for care and support (whether or not the authority is meeting any of those needs), is experiencing, or is at risk of, abuse or neglect, and as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

**Child and Adult Abuse:**

Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

* Bullying and cyberbullying
* Child sexual exploitation
* Child Criminal exploitation
* Child trafficking
* Domestic abuse
* Female genital mutilation
* Grooming
* Historical abuse
* Online abuse

**Safeguarding children:**

Safeguarding children is defined in [Working Together to Safeguard Children 2023](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2) as:

* Protecting children from maltreatment.
* Preventing impairment of children’s health or development.
* Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
* Taking action to enable all children to have the best outcomes.

Running our clubs in a school means will do our upmost effort to work along line with KCSIE - [Keeping Children Safe in Education](https://www.gov.uk/government/publications/keeping-children-safe-in-education--2).

**Legal Framework**:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from [nspcc.org.uk/learning](https://learning.nspcc.org.uk/).

Grassroots Sports Bristol should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

**The Prevent duty**

Organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty. These organisations include:

* Schools
* Registered childcare providers
* Local authorities
* Police
* Prisons and probation services
* NHS trusts and foundations.
* Other organisations may also have Prevent duties if they perform delegated local authority functions.

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

**Radicalisation** is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

**Extremism** is 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.

**Training and Awareness:**

Grassroots Sports Bristol will ensure an appropriate level of safeguarding training is available to its Self-Employed Staff, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all staff who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

* Understand what safeguarding is and their role in safeguarding children.
* Recognise a child potentially in need of safeguarding and take action.
* Understand how to report a safeguarding Alert.
* Understand dignity and respect when working with children.
* Have knowledge of the Safeguarding ChildrenPolicy.

Similarly, Staff and volunteers may encounter concerns about the safety and wellbeing of an adult at risk of abuse.

**Confidentiality and Information Sharing:**

Grassroots Sports Bristol expects all Self-Employed staff and volunteers to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**.

For further guidance on information sharing and safeguarding see: <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>.

**Recording and Record Keeping:**

A written record must be kept about any concern regarding safeguarding. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Along with this we have a Safeguarding and Behaviour Form that is completed, signed and dated for any concerns or incidents that take place. This is completed weekly if there are no concerns, however if an incident occurs, we will fill out the form and inform the office so that it can be recorded or directly to the Head Teacher/Deputy Head Teacher (DSL’s) depending on the severity of the incident. This is to keep inline with KCSIE guidelines and only sharing information with the appropriate people.

**Safe Recruitment & Selection:**

Grassroots Sports Bristol is committed to safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

Grassroots Sports Bristol has policies and procedures that cover the recruitment of all Self-Employed Staff and Volunteers.

**Social Media:**

All Self-Employed staff and volunteers should be aware of Grassroots Sports Bristol social media policy and procedures and the code of conduct for behaviour towards the children we support.

* Photos of children will only ever be used on social media platforms if a Consent form has been completed for that child to be photographed and those images to be used online.
* We will never disclose any children’s names online.

**Use of Mobile Phones and other Digital Technology:**

All Self-Employed staff and volunteers should be aware of Grassroots Sports Bristol’s policy and procedures regarding the use of mobile phones and any digital technology and understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

**Whistleblowing:**

It is important that people within Grassroots Sports Bristol have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their organisation. This includes concerns about another staff member or volunteer. There is also a requirement by Grassroots Sports Bristol to protect whistleblowers.

Further information can be found via: <https://www.gov.uk/whistleblowing>

**Local Authority Designated Officer (LADO):**

An allegation may relate to a person who works with children who has:

* Behaved in a way that has harmed a child or may have harmed a child
* Possibly committed a criminal offence related to a child
* Behaved in a way that indicates they may pose a risk of harm to children
* Behaved in a way that indicates they may not be suitable to work with children

All local authorities have a Local Authority Designated Officer (LADO) who is involved in the management and oversight of individual cases.

They will:

* Provide advice and guidance on whether the threshold is met. This is to manage individual allegations of harm and abuse made against staff or volunteers who work with children.
* Oversee and coordinate multi agency involvement. This is to ensure relevant information sharing. Providing a timely, fair, and reasonable outcome for the child and person against whom an allegation is made.
* Identify practical steps that can be taken to improve organisational safeguarding. This is to minimise the risk of further incidences of abuse.
* Provide reports to the Keeping Bristol Safe Partnership on the effectiveness of local safeguarding arrangements.

If any of our staff have any concerns over any of the above. We ask them to speak to their Safeguarding Lead, who will them work with them to complete a LADO Referral Form. We use Keeping Bristol Safe Partnership, who ask to submit all completed referral forms to them and they will help to advise if the referral meets the LADO threshold.

LADO Contacts:

Telephone: 01179037795

Email: LADO@bristol.gov.uk

Online: <https://bristolsafeguarding.org/>

**Important Contacts:**

**Senior Lead for Safeguarding**

Name: Jeff Dickens

Email address: jeffdickens1968@hotmail.com

Telephone number: 07877287072

**Deputy Senior Lead for Safeguarding**

Name: Zak Stiley

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Telephone number: 07910805954

Date: 02/09/24 Name: Jeff Dickens Signed:

