

The Den



Safeguarding Children Policy

Safeguarding children is everyone's responsibility.

The Den is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm, exploitation, and radicalization.

The Den will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. The Den's child protection procedures comply with all relevant legislation and with guidance issued by the Local Safeguarding Children Board (LSCB).

The Den's Designated Safeguarding Lead is **Pauline Barritt**. The DSL coordinates child protection issues and liaises with Headteacher Mark Street and external agencies (eg Childrens Social Care, the Local Safeguarding Childrens Board , Multi Agency Safeguarding Hub for referrals, Local Authority Designated Officer, Ofsted and Police).

Child abuse and neglect

Child abuse is any form of physical, emotional, or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below but not limited to.

- **Emotional abuse** is the persistent emotional maltreatment of a child to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, 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.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether, or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing, and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.
- **Domestic abuse** can be, but is not limited to, psychological, physical, sexual, financial, or emotional abuse. It can be an isolated incident, or a series of incidents and children can be victims. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse).

Child on Child abuse is most likely to include but not limited to Bullying, (including cyber bullying, prejudice-based and discriminatory bullying), abuse in intimate personal relationships between children (sometimes known as teenage relationship abuse), physical abuse which can include hitting, kicking, shaking, hair pulling or otherwise causing physical harm. Sexual violence, sexual harassment such as sexual comments, remarks, jokes, and online sexual harassment.

Signs of possible child abuse or neglect in any of the above mentioned may include,

- significant changes in a child's behaviour

- deterioration in a child's general well-being
- unexplained bruising or marks
- comments made by a child which give cause for concern,
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images
- becoming anxious, withdrawn, or depressed, sleep difficulties, bedwetting,
- complaining physical symptoms such as tummy ache, behavioural issues such as aggression, or behaving in a much younger way than their actual age
- Low sense of worth or self-esteem, self-harm,
- bed-wetting,

If abuse is suspected or disclosed

When a child makes a disclosure to a member of staff, that member of staff will:

- reassure the child that they were not to blame and were right to speak out,
- listen to the child but not question them,
- give reassurance that the staff member will believe what they have been told, but may have to tell someone else,
- record the incident as soon as possible (see *Logging an incident* below).

The Den staff will always work in the best interests of the child. If a member of The Den staff witnesses or suspects abuse, they will record the incident straightaway on a **logging a concern form** and use the child's exact words if a disclosure has been made. If a third party expresses concern that a child is being abused, we will encourage them to contact Children's Social Care directly. If they do not do so, we will explain that The Den is obligated to, and the incident will be logged and reported accordingly.

Extremism and radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, including:

- feeling alienated or alone
- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause,
- associating with others who hold extremist beliefs.

Signs of radicalisation

Signs that a child might be at risk of radicalisation include:

- changes in behaviour, for example becoming withdrawn or aggressive,
- claiming that terrorist attacks and violence are justified,
- viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations on a **Logging a concern form** and refer the matter to the DSL.

Female Genital Exploitation (FGM)

FGM involves procedures that intentionally alter/injures the female genital organs for non-medical reasons. The Den understands that staff have a mandatory duty to report to the police if they believe or

suspect FGM has been or about to be carried out on a girl under the age of 18. Failure to do this could result in disciplinary action for the member of staff.

Signs of FGM include (but not limited to)

If child mentions, they are going on holiday (especially to the countries FGM is practised) for a long time and will get presents.

Unauthorised absences especially to countries known to practise FGM.

Appearing to be in pain when moving about or has restricted movements.

Not taking part in sporty activities.

Serious Violence

Child Criminal Exploitation.

Child Criminal Exploitation is a form of abuse, where an individual or group takes advantage to coerce, manipulate or deceive a child under 18 into criminal activity.

This could involve transporting drugs or money (County Lines,) shoplifting, pickpocketing, as well as being coerced into car crime and more serious crime such as carrying weapons and inflicting serious violence to others. They can also be trapped in this kind of exploitation by being threatened with violence or coerced into debt.

Indicators of potential CCE (but not limited to)

Having unexpected gifts or money that they will not say where it came from

Going missing

Not attending school

Using drugs or alcohol

Becoming isolated from family and friendship groups

Declining emotional wellbeing

Unexplained injuries and refusal to seek medical advice.

Child Sexual Exploitation

Child Sexual Exploitation is a form of sexual abuse, where an individual or group takes advantage to coerce, manipulate or deceive a child under 18 into sexual activity. An abuser will gain the trust of the child or control them by blackmail or violence it can happen in person or online.

Indicators of potential CSE can include (but not limited to)

Having sexual knowledge that is inappropriate for age,

Concerns about sexual health

Going missing

Not attending school

Using drugs or alcohol

Becoming isolated from family and friendship groups

Declining emotional wellbeing

Unexplained injuries and refusal to seek medical advice.

Struggling with trust

Logging an incident

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the **Logging a concern** form as soon as possible after the event. The record should include:

- Date of the disclosure, or the incident, or the observation causing concern.
- Date and time at which the record was made.
- Name and date of birth of the child involved.
- A factual report of what happened. If recording a disclosure, you must use the child's own words.
- Name, signature, and job title of the person making the record

The record will be given to The Den's DSL who will decide on the appropriate course of action.

For concerns about **child abuse**, the DSL will contact Social Care. The DSL will follow up all referrals to Social Care in writing within 48 hours. If a member of staff thinks that the incident has not been dealt with properly, they may contact Children's Social Care direct.

For minor concerns regarding **radicalisation**, the DSL will contact the Local Safeguarding Children Board (LSCB). For more serious concerns the DSL will contact the Police on the non-emergency number (101), or the anti-terrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the Police using 999.

Allegations against staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an **Incident record** form. Any witnesses to the incident should sign and date the entry to confirm it.
- The allegation must be reported to the Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (eg police) should be informed, and The Den will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.
- If appropriate The Den will make a referral to the Disclosure and Barring Service.

Promoting awareness among staff

The Den promotes awareness of child abuse and the risk of radicalisation through its staff training. The Den ensures that:

- The DSL has relevant experience and receives appropriate training in safeguarding and the Prevent Duty and is aware of the Channel Programme and how to access it.
- Safe recruitment practices are followed for all new staff.
- All staff have a copy of this Safeguarding Children policy, understand its contents and are vigilant to signs of abuse, neglect, or radicalisation.
- All staff are aware of their statutory duties regarding the disclosure or discovery of child abuse, and concerns about radicalisation.
- All staff receive basic safeguarding training.
- All staff receive basic training in the Prevent Duty.
- Staff are familiar with the Safeguarding File which is kept in the locked filing cabinet within the clubhouse.
- The Den's procedures are in line with the guidance in 'Working Together to Safeguard Children (2015)' and staff are familiar with the guidance in 'What To Do If You're Worried A Child Is Being Abused (2015)'.
- Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or

wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur using technology. Like all forms of child sexual abuse, child sexual exploitation:

Child sexual exploitation is never the victim's fault, even if there is some form of exchange: all children and young people under the age of 18 have a right to be safe and should be protected from harm.

Use of mobile phones.

Photographs will only be taken of children with their parents' permission, and children who have had permission to go onto social media. Only The Den mobile phone will be used to take photographs of children at The Den and then immediately removed after they have been used for the purpose they have been taken. With exception for Twitter, it will be the Deputy's phone (Shirley Wingate) that takes photographs to be uploaded to Twitter and photographs will be immediately removed after they have been used for the purpose they were taken. The Den staff (with exception to the Managers and Deputy Managers phone for the purpose of Twitter), visitors or children may not use their mobile phones at The Den.

Contact numbers:

Children's Social Care- for Mash (Multi-Agency safeguarding Hub) referrals and advice:

0121 788 4300 option 2

Out of hours

0121 605 6060

LADO (Local Authority Designated Officer):

Simon Stubbs

0121 788 4310

LSCB (Local Safeguarding Children Board):

Solihull Safeguarding Children Partnership

0121 788 4325

Local Authority WMCTU Prevent Team:

0121 281 0241

Referral email address:

Ctu-gatewat@westmidlands.pnn.police.uk

Police: 101 (non-emergency) or 999 (emergency)

Anti-terrorist hotline: 0800 789 321

NSPCC:

0808 800 500

OFSTED:

General Enquiries 0300 123 1231

Complaints 0300 123 4666

This policy was adopted by: The Den	Date: 8 th May 2023
To be reviewed: May 2024 or before if any additional updates arise.	Signed: Pauline Barritt Manager

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021)*

Safeguarding and Welfare requirements: Child Protection (3.4-3.8) and Suitable People (3.9-3.13)

Also complies with Keeping Children Safe in Education 2022