



Safeguarding Policy

Rugby Minis is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation.

Rugby Minis will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. Rugby Minis' child protection procedures comply with all relevant legislation and with guidance issued under the Working Together to Safeguard Children policy. All of our lead coaches have read and have regard for the 'Keeping children safe in education 2023' and 'What to do if you are worried a child is being abused - advice for practitioners' - which provides more information on understanding and identifying abuse and neglect.

There is a Designated Safeguarding Lead (DSL) available at all times while the sessions are running. The DSL coordinates safeguarding and child protection issues.

Rugby Minis' designated DSL is Ali Marwick.

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.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as 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 be also 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.

Signs of child abuse and neglect

Signs of possible abuse and neglect 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
- Reasons to suspect neglect or abuse outside the setting, e.g. in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation (FGM), or that the child may have witnessed domestic abuse
- 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.

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 take action
- Notify the DSL as soon as possible

If a member of staff witnesses or suspects abuse, they will contact the DSL lead. If a third party expresses concern that a child is being abused, we will encourage them to contact MASH (tel no:0345 0507 666) or speak to the school directly. If they will not do so, we will explain that Rugby Minis is obliged to raise the concern directly with the school.

All staff recognise that children may not feel ready or know how to tell someone that they are being abused, exploited or neglected and/or they may not recognise their experiences as harmful. This could be due to their vulnerability, disability or language barriers. They may also feel embarrassed, humiliated or are being threatened. Our staff recognise this and where they have any concerns about a child they will raise these with the designated safeguarding lead (DSL) without unreasonable delay.

Child-on-Child Abuse

Children are vulnerable to abuse by other children of all ages. Child-on-child abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of child-on-child abuse:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- Sexual activity of any kind, including sexting and may include an online element which facilitates, threatens and/or encourages sexual violence
- One of the children is significantly more dominant than the other (e.g. much older)
- One of the children is significantly more vulnerable than the other (e.g. in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy

If child-on-child abuse is suspected or disclosed

We will follow the same procedures as set out above for responding to child abuse.

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, e.g.:

- 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 refer the matter to the DSL.

Contextual Safeguarding

Contextual safeguarding recognises that as young people grow and develop they are influenced by a whole range of environments and people outside of their family. For example in school or college, in the local community, in their peer groups or online. Children and young people may encounter risk in any of these environments. Sometimes the different contexts are inter-related and can mean that children and young people may encounter multiple risks. Contextual safeguarding looks at how we can best understand these risk, engage with children and young people and help to keep them safe. It's an approach that's often been used to apply to adolescents, though the lessons can equally be applied to younger children, especially in today's changing world.

Child Criminal Exploitation (CCE)

Both CSE and CCE are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or through violence or the threat of violence. CSE and CCE can affect children, both male and female and can include children who have been moved (commonly referred to as trafficking) for the purpose of exploitation. Children can be forced or manipulated into transporting drugs, shoplifting or pickpocketing, for example.

Children can become trapped by this type of exploitation as their perpetrators can threaten them and their families with violence or entrap and coerce them into debt. It is important to note that both boys and girls being criminally exploited may be at a higher risk of sexual exploitation.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including penetration or nonpenetrative acts. It may include non-contact activities such as including children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet. It can occur over time or as a one-off case. This can even be the case in older children (16 plus) as they may not realise they are being exploited and they believe they are in a genuine romantic relationship.

Logging a Concern

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

Rugby Minis' DSL will notify any necessary school contact and decide on the appropriate course of action following a recording of any incident.

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

For minor concerns regarding **radicalisation**, the DSL will contact the appropriate local council. 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 (e.g. police) should be informed, and Rugby Minis 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, Rugby Minis will make a referral to the Disclosure and Barring Service

Promoting awareness among staff

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

- The designated 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
- Designated person training is refreshed every two years
- Safe recruitment practices are followed for all new staff
- All staff have a copy of this **Safeguarding Policy**, understand its contents and are vigilant to signs of abuse, neglect or radicalisation
- All staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation
- All staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings ensuring staff receive regular updates/changes with regards to safeguarding and refresh their information
- All staff receive basic training in the Prevent Duty
- Rugby Minis' procedures are in line with the guidance in 'Working Together to Safeguard Children (2022)' and staff are familiar with 'What To Do If You're Worried A Child Is Being Abused (2015)'.

Use of mobile phones and cameras

Photographs will only be taken of children with their parents' permission. For more details see our **Mobile Phone and Wearable Technology Policy**.

Contact Numbers

MASH (Multi-Agency Safeguarding Hub) Tel No: 0345 050 7666

MASH out of hours contact: 0800 833 408

Newcastle City Council Safeguarding Team Tel No: **0191 277 2500**

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

Anti-Terrorist Hotline: 0800 789 321

NSPCC: 0808 800 500

Ofsted: 0300 123 1231

This policy was adopted by: Rugby Minis	Date: 20/11/2022
To be reviewed: 20/11/2024	Signed: <i>Ali Marwick</i>

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] and 'Keeping Children safe In education 2022).*