



Safeguarding Policy

Redmile CREW Club is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation. The Club will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. The Club's child protection procedures comply with all relevant legislation and with guidance issued by Rise MAT. [Refer to the school safeguarding policy here.](#) There is a Designated Safeguarding Lead (DSL) available at all times while the Club is in session. The DSL coordinates safeguarding and child protection issues and liaises with external agencies (eg Social Care and Ofsted) if necessary.

The Club's designated DSL is Alison Longden, Head of School.
The deputy DSL is Tina Scott, Club Leader.

Understanding Safeguarding

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 some of the following:

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- 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, eg 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 to keep them safe; this may mean informing someone else at school who can help
- record the incident as soon as possible

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using CPOMS. If a third party expresses concern that a child is being abused, we will encourage them to contact Social Care directly. If they will not do so, we will explain that the Club is obliged to and the incident will be logged accordingly.

Female genital mutilation (FGM)

FGM is an illegal, extremely harmful practice and a form of child abuse, and is therefore dealt with as part of our existing safeguarding procedures. All of our staff receive training in how to recognise when girls are at risk of FGM, or may have been subjected to it.

If FGM is suspected or disclosed we will follow the same procedures as set out above for responding to child abuse.

Child-on-Child abuse

Children are vulnerable to abuse by their peers. 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:

- Sexual activity (in primary school-aged children) of any kind, including sexting
- One of the children is significantly more dominant than the other (eg much older)
- One of the children is significantly more vulnerable than the other (eg in terms of disability,
- confidence, physical strength)

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- 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, eg:

- 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 may 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 **CPOMS** which refers the matter to the DSL.

County Lines

County lines is the name given to drug dealing where organised criminal groups (OCGs) use phone lines to move and supply drugs, usually from cities into smaller towns and rural areas. They exploit vulnerable people, including children and those with mental health or addiction issues, by recruiting them to distribute the drugs, often referred to as 'drug running'.

Signs to look out for

There are several signs to look out for that may indicate someone is involved in county lines:

- repeatedly going missing from school or home and being found in other areas
- having money, new clothes or electronic devices and they can't explain how they paid for them
- getting high numbers of texts or phone calls, being secretive about who they're speaking to
- decline in school or work performance
- significant changes in emotional or physical well-being

Ways OCGs use social media

- advertising drugs by sharing photos, videos
- statuses showing money, new drugs or when the dealer is open for business
- dealers sharing 'stories' to followers, using social platforms to expand their network with 'suggested' friends
- using hashtags linked to drugs

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- using emojis as code for drug, violence and sexual activities, eg the snowflake emoji (for buying cocaine), 8-ball emoji (for buying an eighth of an ounce) or the rocket emoji (for purity of drugs)

Cuckooing

OCGs often use high levels of violence and intimidation to protect the 'county line' and control them. One of these forms of control exploits vulnerable people by using their home as a base for dealing drugs, a process known as cuckooing. Dealers often convince the vulnerable person to let their home be used for drug dealing by giving them free drugs or offering to pay for food or utilities.

Often OCGs target people who are lonely, isolated, or have addiction issues. It's common for OCGs to use a property for a short amount of time, moving address frequently to reduce the chance of being caught.

There are several signs to look out for that may indicate someone is a victim of cuckooing:

- frequent visitors at unsociable hours
- changes in your neighbour's daily routine
- unusual smells coming from a property
- suspicious or unfamiliar vehicles outside an address

Speak Out!

If you're concerned about drug-related crime in your area or think someone may be a victim of drug exploitation, please call [101](tel:101).

If it's an emergency, please call [999](tel:999). If you have a hearing or speech impairment, use the textphone service 18000 or text 999 if you've pre-registered with the [emergencySMS service](#).

Logging your concern

All information about the suspected abuse or disclosure, or concern about radicalisation, should be recorded on the Club 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 Club'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 Social Care directly.

For minor concerns regarding **radicalisation**, the DSL will contact the Trust DSL and the Local Authority. For more serious concerns, the DSL will contact First Response or 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.

For concerns relating to members of staff, the DSL will contact Leicestershire County Council LADO (Local Authority Designated Officer). See below.

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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 Club 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 Club will make a referral to the Disclosure and Barring Service.

Refer to the **Whistleblowing Policy**. For more information on procedures as set out by the Leicestershire and Rutland Safeguarding Children Partnership; <https://lrsb.org.uk/lrscp>

Promoting awareness among staff

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

- the designated DSL has relevant experience and receives appropriate training in safeguarding, County Lines and the Prevent Duty, and is aware of the Channel Programme and how to access it
- designated person training is refreshed every three 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
- all staff receive basic training in the Prevent Duty and County lines.
- staff are familiar with the Safeguarding File which is kept and CPOMS
- the Club's procedures are in line with the guidance in 'Working Together to Safeguard Children (2020)' 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. Only the club camera will be used to take photographs of children at the Club, except with the express permission of the manager. Neither staff nor children nor visitors may use their mobile phones to take photographs at the Club. For more details see our **Mobile Phone Policy**.

Contact numbers

Allegations Line: 0116 305 4141

Leicestershire County Council LADO email for Referrals and New Enquiries: CFS-LADO@leics.gov.uk Please note that the LADO service is available office hours only:

Monday-Thursday, 8.30am-5.00 pm and Friday, 8.30am-4.30pm

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Outside of office hours, please contact the Leicestershire First Response Children's Duty Team. Tel: 0116 305 0005

Lincolnshire LADO LSCP_LADO@lincolnshire.gov.uk. Tel: 01522 554674

Nottingham LADO. info.nscp@nottscc.gov.uk Tel: 0115 977 3921

Rutland Duty Team Tel: [01572 758 407](tel:01572758407) or emailing: childrensreferrals@rutland.gov.uk

When our offices are closed and it's an emergency please call: [0116 305 0005](tel:01163050005)

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

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500

Ofsted: 0300 123 1231

Safeguarding Documents

[What to do if you are worried a child is being abused](#)

[Online Safety](#)

[Working together to safeguard children](#)

[Keeping Children safe in Education](#)

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]*. This policy is also written with reference to the Leicestershire and Rutland Safeguarding Children Partnership [Leicestershire and Rutland Safeguarding Children partnership](#)

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