

Strike9T CIC Safeguarding Policy and Procedures

Name of organisation: STRIKE9T CIC

Section heading	Explanatory notes	Section content
<p>1. Introduction</p>	<p>This section explains why the safeguarding policy is important to your organisation and what the policy aims to achieve.</p>	<p>STRIKE9T CIC seeks to makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe.</p> <p>STRIKE9T CIC comes into contact with children and or vulnerable adults through the following activities:</p> <ul style="list-style-type: none"> • Sports based Holiday Camps. • Sporting Activities • After School Clubs • Education based Activities. • Transportation to and from camp locations <p>This policy seeks to ensure that STRIKE9T CIC undertakes its responsibilities regarding protection of children and / or vulnerable adults and will respond to concerns appropriately. The policy establishes a framework to support paid and unpaid staff in their practices and clarifies the organisation's expectations.</p> <p>All children & vulnerable people we engage with have the right to be protected from harm, abuse and neglect. Strike9T will contribute to the prevention of abuse, victimisation, bullying (including homophobic, and cyberbullying), exploitation, extreme behaviours, discriminatory views and risk-taking behaviours.</p>

<p>2. Confirmation of reading</p>	<p>This section covers a system of confirming relevant paperwork is read and understood.</p>	<p>All Strike9T CIC staff will receive and confirm that they have been made fully aware of, and understand the contents of, the Safeguarding Policy and Procedures. All staff will also sign a document to confirm this.</p> <p>Confirmation of the above will be entered and stored on the Strike9T CIC personnel data base including dates and review points.</p>
<p>3. Legislation</p>	<p>This section is optional and refers to the principal pieces of legislation governing the application of this policy.</p>	<p>The principal pieces of legislation governing this policy are:</p> <ul style="list-style-type: none"> • Working together to safeguard Children 2010. • The Children Act 1989 • The Adoption and Children Act 2002: • The Children act 2004. • Safeguarding Vulnerable Groups Act 2006 • Care Standards Act 2000 • Public Interest Disclosure Act 1998 • The Police Act – CRB 1997 • Mental Health Act 1983 • NHS and Community Care Act 1990 • Rehabilitation of Offenders Act 1974
<p>4. Definitions</p>	<p>This section defines the term safeguarding. It also defines the terms protection and abuse and the two main groups covered by the policy.</p>	<p>Safeguarding is about embedding practices throughout the organisation to ensure the protection of children and / or vulnerable adults wherever possible. In contrast, child and adult protection is about responding to circumstances that arise.</p> <p>Abuse is a selfish act of oppression and injustice, exploitation, and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender, or culture. It can take a number of forms, including the following:</p> <ul style="list-style-type: none"> • Physical abuse • Sexual abuse • Emotional abuse • Bullying • Neglect • Financial (or material) abuse

		<p>Definition of a child A child is under the age of 18 (as defined in the United Nations convention on the Rights of a Child).</p> <p>Definition of Vulnerable Adults A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited. This may include a person who:</p> <ul style="list-style-type: none"> • Is elderly and frail. • Has a mental illness including dementia. • Has a physical or sensory disability. • Has a learning disability. • Has a severe physical illness. • Is a substance misuser • Is homeless.
<p>5. Additional Definitions</p>	<p>This section contains details the management of Peer-on-Peer Abuse.</p>	<p>Strike9T CIC does not tolerate instances of peer-on-peer abuse and will not pass it off as “banter”, “just having a laugh” or “part of growing up”.</p> <p>This abuse can include physical abuse, sexting, initiation/ hazing, sexual violence and harassment.</p> <p>Strike9T CIC will follow both national and local guidance and policies to support any young person subject to peer-on-peer abuse, including sexting (also known as youth produced sexual imagery) and gang violence.</p>
<p>6. Responsibilities</p>	<p>This section contains details of responsibilities at various levels of the organization.</p>	<p>All staff (paid or unpaid) have responsibility to follow the guidance laid out in this policy and related policies, and to pass on any welfare concerns using the required procedures.</p> <p>We expect all staff (paid or unpaid) to promote good practice by being an excellent role model, contribute to discussions about safeguarding and to positively involve people in developing safe practices.</p>

Additional specific responsibilities

The Designated Lead Officer is **Dele Adebola**

This person's responsibilities are:

- Ensuring the policy is in place and appropriate.
- The policy is implemented.
- Promoting the welfare of children and vulnerable adults
- Receive staff concerns about safeguarding and respond to all seriously, swiftly and appropriately.
- Keep up to date with local arrangements for safeguarding and CRB.
- Develop and maintain effective links with relevant agencies. [You may wish to list these- e.g., through attendance at strategy meetings, initial case conferences, core groups. CAF meetings.
- Take forward concerns about responses.

Welfare Officer: **Michael Mclean**

This person's responsibilities are:

- Liaison with and monitoring the Designated lead Officers work.
- Ensure staff (paid and unpaid) have access to appropriate training/information.
- The policy is accessible.
- Sufficient resources (time and money) are allocated to ensure that the policy can be effectively implemented.
- Receive staff concerns about safeguarding and respond to all seriously, swiftly and appropriately in the absence of DLO.
- Develop and maintain effective links with relevant agencies. [You may wish to list these- e.g., through attendance at strategy meetings, initial case conferences, core groups. CAF meetings

Safeguarding Plans and Policies will be reviewed by the above-named officers.

<p>7. Implementation Stages</p>	<p>This section outlines how a range of policies and procedures will be actioned.</p>	<p>The scope of this Safeguarding Policy is broad ranging and in practice, it will be implemented via a range of policies and procedures within the organisation.</p> <p>Safe Recruitment STRIKE9T CIC ensures safe recruitment through the following processes which includes undertaking interviews and appropriate checks including disclosure & barring check, barred list checks and prohibition checks. Evidence of these checks must be recorded on our Single Central Record.</p> <ul style="list-style-type: none"> • Providing the following safeguarding statement in recruitment adverts or application details –‘recruitment is done in line with safe recruitment practices.’ • Job or role descriptions for all roles involving contact with children and / or vulnerable adults will contain reference to safeguarding responsibilities. • There are person specifications for roles which contain a statement on core competency regarding child/vulnerable adult protection/ safeguarding. • Interviews are conducted according to equal opportunity principles and interview questions are based on the relevant job description and person specification. • DBS checks will be conducted for all staff (paid or unpaid) working with children and vulnerable adults. Portable/ carry over DBS checks from another employer will not be deemed to be sufficient. • No formal job offers are made until after checks for suitability are completed (including DBS and 2 references). <p>Whistleblowing Strike9T CIC supports The FA’s Whistle blowing Policy. Any adult or young person with concerns about a colleague can also use whistleblowing by calling 0800 169 1863 and asking for The FA’s safeguarding team, or via email on safeguarding@TheFA.com. Alternatively you can go direct the Police or Children’s Social Care and report your concerns there, or to the Child Protection in Sport Unit via cpsu@nspcc.org.uk or the NSPCC Helpline via 0808 800 5000 or by emailing help@nspcc.org.uk</p>
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<p>8. Communications training and support for staff</p>	<p>Induction: Typical ways to include safeguarding issues during induction include:</p>	<p>Strike9T CIC commits resources for induction, training of staff (paid and unpaid), effective communications and support mechanisms in relation to Safeguarding.</p> <p>Induction: All staff will have been issued with, read, understood and signed a document relating the following.</p> <ul style="list-style-type: none"> • Strike9T CIC safeguarding procedures and policy as part of their induction.

	<p>Training: Minimum standards for all Strike9T CIC staff will be set to the following level.</p> <p>Communications – typical mechanisms for that we will use will include:</p>	<ul style="list-style-type: none"> • Strike9T CIC H&S policy • Strike9T CIC Risk Assessment • Grievance and Disciplinary Policy & Procedures <p>Training All staff who, through their role, are in contact with children and /or vulnerable adults will have access to safeguarding training at an appropriate level. Sources and types of training will include: will include Safeguarding workshops.</p> <ul style="list-style-type: none"> • Introduction to Safeguarding Children Training Course (Level 1 Safeguarding) <p>Communications and discussion of safeguarding issues Commitment to the following communication methods will ensure effective communication of safeguarding issues and practice:</p> <ul style="list-style-type: none"> • Meetings between DSO & WO will take place on a quarterly basis. • Team Meeting in advance of the start of camps • One to one informal meeting. • How staff are reminded about policies and procedures (refresh sessions etc) • Provision of a clear and effective reporting procedure which encourages reporting of concerns. • Inclusion of safeguarding as a discussion prompt during supervision meetings/ appraisals to encourage reflection. • Encouraging open discussion (e.g., during supervision and team meetings) to identify and barriers to reporting so that they can be addressed.
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	<p>Support – typical support mechanisms.</p>	<p>Support We recognise that involvement in situations where there is risk or actual harm can be stressful for staff concerned. The mechanisms in place to support staff include:</p> <ul style="list-style-type: none"> • Effective communication pathway with DLO or WO • Debriefing support for paid and unpaid staff so that they can reflect on the issues they have dealt with. • Support staff by providing an opportunity to talk through all aspects of safeguarding work within education with the DLO / WO and to seek further support as appropriate. • Staff who have initiated protection concerns will be contacted by DLO /WO within 3 working days.
<p>9. Professional boundaries</p>	<p>The following professional boundaries must be adhered to:</p>	<p>Professional boundaries are a set of standards we agree to uphold that allows this necessary and often close relationship to exist while ensuring the correct detachment is kept in place.</p> <ul style="list-style-type: none"> • Strike9T CIC expects staff to protect the professional integrity of themselves and the organization. • Strike9T CIC does not allow paid or unpaid staff to give gifts to or receive gifts from clients. However, gifts may be provided by the organization as part of a planned activity’. • All staff must declare any potential conflicts of interest. • Accepting gifts/ rewards or hospitality from organization as an inducement for either doing/ not doing something in their official capacity • Use of punishment or chastisement. • Accepting money as a gift/ Borrowing money from or lending money to service users. • Use of abusive language. • Response to inappropriate behavior / language • Passing on service users’ personal contact details • Cautious or avoidance of personal contact with clients • Taking family members to a client’s home. <p>If the professional boundaries and/or policies are breached this could result in disciplinary procedures or enactment of the allegation management procedures.</p>

<p>10. Reporting</p>		<p>All staff and working partners will be:</p> <ul style="list-style-type: none"> • Be familiar with this Safeguarding & Child Protection Policy • Understand their role in relation to safeguarding. • Be alert to signs and indicators of possible abuse. <p>Strike9T CIC have adopted a simple way to communicate your process is via a simple flow chart.</p> <p>Communicate your concerns with your immediate manager.</p> <p style="text-align: center;">↓</p> <p>Seek medical attention for the vulnerable person if needed.</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Discuss with parents of child. Or with vulnerable person.</p> <p>Obtain permission to make referral if safe and appropriate.</p> <p style="text-align: center;">↓</p> <p>if needed seek advice from the Children and Families helpdesk or adult's helpdesk</p> <p style="text-align: center;">↓</p> <p>Complete the Local Authority Safeguarding Vulnerable Groups Incident Report Form if required and submit to the local authority within 24 hours of making a contact.</p> <p style="text-align: center;">↓</p> <p>Ensure that feedback from the Local Authority is received and their response recorded.</p>

		<p>This procedure is in keeping with the local authority process for reporting a concern about a young or vulnerable person. The use of this form and compliance with the policy are mandatory and must be followed.</p> <p>Information on reporting concerns will be found at: https://www.solihull.gov.uk/social-care-and-support</p> <p>If the immediate manager is implicated, then refer to their line manager or peer.</p>
<p>11. Allegations Management</p>	<p>The following is the process for dealing with allegations against any professional or volunteer working for any organisation.</p>	<p>The process for raising and dealing with allegations is as follows:</p> <ul style="list-style-type: none"> • Note it all down. • Report it, to your DSO or WO. • Contact local authority for advice: 0121 704 8007 or ccadults@solihull.gov.uk • Follow the advice given. <p>STRIKE9T CIC recognises its legal duty to report any concerns about unsafe practice by any of its paid or unpaid staff to the Independent Safeguarding Authority (ISA), according to the ISA referral guidance document: https://www.solihull.gov.uk/social-care-and-support/ProfessionalSafeguardingconcern</p> <p>See also Birmingham Safeguarding Children Board Procedures at http://westmidlands.procedures.org.uk/ykpzy/statutory-child-protection-procedures/allegations-against-staff-or-volunteers</p>
<p>12. Monitoring</p>	<p>The safeguarding aspects which would typically be monitored would include:</p>	<p>The organisation will monitor the following Safeguarding aspects: Safe recruitment practices.</p> <ul style="list-style-type: none"> • CRB checks undertaken. • References applied for new staff. • Records made and kept of supervision sessions. • Training – register/ record of staff training on child/ vulnerable adult protection.

		<ul style="list-style-type: none"> • Monitoring whether concerns are being reported and actioned. • Checking that policies are up to date and relevant. • Reviewing the current reporting procedure in place • Presence and action of designated senior manager responsible for Safeguarding is in post. <p>Strike9T CIC will also use the Competency Framework available through the local VCS GSCB representative- go to: https://www.solihull.gov.uk/social-care-and-support/CommunityAdviceHubs</p>
<p>13. Managing information</p>	<p>This section refers to measures in place to ensure that information is managed and accurately and confidentially recorded.</p>	<p>Information will be gathered, recorded, and stored in accordance with the following policies, Data protection.</p> <p>All staff must be aware that they have a professional duty to share information with other agencies in order to safeguard children and vulnerable adults. The public interest in safeguarding children and vulnerable adults may override confidentiality interests. However, information will be shared on a need-to-know basis only, as judged by the Designated Senior Manager.</p> <p>Information will only be accessed by authorised personnel.</p> <p>All staff must be aware that they cannot promise service users or their families/ carers that they will keep secrets.</p>
<p>14. Conflict resolution and complaints</p>	<p>When working with children, there is a specific policy and procedure for conflict resolution which you can refer to.</p>	<p>STRIKE9T CIC is aware of the ccadults@solihull.gov.uk policy on resolution of professional disagreements in work relating to the safety of children / Escalation Policy (at https://www.solihull.gov.uk/social-care-and-support/ProfessionalSafeguardingconcern) and if necessary, this will be taken forward by Dele Adebola.</p> <p>Conflicts in respect of safety of vulnerable adults will be taken forward by Dele Adebola via the Solihull Council Community and Adult Care Directorate.</p>

<p>15. Communicating and reviewing the policy</p>	<p>This section states the review period for the policy.</p>	<p>The safeguarding policy and procedures will be reviewed fully on a yearly basis by the DLO and WO and be updated twice yearly or in line with new changes in legislation.</p>
<p>15. Safeguarding people who are vulnerable to radicalisation.</p>	<p>The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people</p>	<p>Strike9T CIC Values freedom of speech and the expression of beliefs and ideology as fundamental rights underpinning our society's values. All people have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.</p> <p>We are clear that this exploitation and radicalisation must be viewed as a safeguarding concern and that protecting young/vulnerable people from the risk of radicalisation from any group (including, but not restricted to, those linked to Islamist ideology, or to Far Right/Neo-Nazi/White Supremacist, Domestic Terrorism, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements) is part of our ongoing safeguarding duty.</p>
<p>16. Criminal Exploitation & Gang Affiliation Criminal</p>	<p>Policies to address criminal exploitation of young / vulnerable people.</p>	<p>Exploitation interlinks with a number of multiple vulnerabilities and offences including a child being exposed to and/or the victim of physical and emotional violence, neglect, poor attendance, sexual abuse and exploitation, modern slavery, human trafficking and missing episodes. It is important that young people who are criminally exploited are seen as victims and not treated as criminals and treated through safeguarding and child protection procedure.</p> <p>Strike9T CIC will follow the Criminal Exploitation & Gang Affiliation Practice Guidance issued in 2019 (see link below) and use the risk assessment screening tool to support our referrals to CASS for any Young / Vulnerable people we are concerned about.</p> <p>https://www.birmingham.gov.uk/downloads/file/11545/birmingham_criminal_exploitation_and_gang_affiliation_practice_guidance_2018</p>

