

CARSHALTON ATHLETIC

Safeguarding Policy

Introduction

Carshalton Athletic acknowledges and accepts, as one of its responsibilities, the well-being and safety of those children and young persons who partake in activities whilst partaking in Carshalton Athletic programmes. It does so in the belief that placing their welfare at the centre of its concerns provides a solid foundation for the development of young persons and for good Child Protection and Safeguarding practice.

Summary

Carshalton Athletic objectives for the development of children accessing education programme are to:

- Promote and support good outcomes in terms of health, development and educational achievement for all children in turn raising both physical and mental wellbeing
- Recognise the significance of cultural diversity
- Acknowledge its responsibility to set high sporting and social standards of behaviour, be honest and take the feelings of others into account
- Celebrate children's success and recognise achievement, effort and good behaviour
- Provide a disciplined and progressive environment where children will work together taking a pride in themselves and their surroundings

Safeguarding

Carshalton Athletic recognises and accepts its responsibility for the safety and well-being of those children and young people who come within the care of the organisation and its staff. It is also recognised that the Children Services Department, the NSPCC and the Police have a statutory duty to protect children and young persons at risk. Carshalton Athletic accepts that it must work in partnership with these agencies when a safeguarding issue arises.

The aims of Carshalton Athletic are to:

Develop a positive and proactive approach to safeguarding in order to best protect all children and young people who play sport or engage in associated activities, enabling them to participate and achieve in an enjoyable and safe environment.

Facilitate the provision of a range of child protection and awareness training for staff in conjunction with guidance from Local Safeguarding Children Boards (LSCBs) and Cognus.

Demonstrate best practice in the area of safeguarding the welfare of all children and young people engaged in activities delivered and supported by Carshalton Athletic.

Ensure all staff working with children, young people and vulnerable adults complete an enhanced Disclosure & Barring Service check (DBS) every three calendar years.
Promote ethical work with children and young people

The key principles underpinning this Policy are that:

- The welfare of children and young people is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual identity.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with children, young people and their parents/carers is an essential element of our work.

Carshalton Athletic has a clear role to play in safeguarding children and young people by protecting them from, physical, sexual or emotional harm and from neglect or bullying. This applies to all staff working for Carshalton Athletic whether in a paid or voluntary capacity.

Definitions of Abuse

Physical Abuse

This includes hitting, burning and biting, giving children alcohol, inappropriate drugs or poison, attempt to suffocate or drown young children, excessive or inappropriate training regimes and use of drugs to enhance performance or delay puberty.

Neglect

This includes failure to meet a child's basic needs (e.g. for food, warm clothing etc.) leaving children alone or unsupervised and or fail to ensure children/young people are safe or expose them to undue extremes of weather or risk of injury (e.g. through unsafe equipment).

Emotional Abuse

This can include persistent lack of love and affection, children that are constantly threatened or taunted, parents or coaches whose overwhelming ambition exceeds that of the child and persistent disregard of a child's effort or progress.

Sexual Abuse

This includes situations where adults use children to meet their own sexual needs. This includes sexual intercourse, masturbation, oral sex, anal intercourse or fondling, as well as showing pornographic videos or magazines, or taking photos of children for inappropriate use.

Bullying

It is now recognised that, in some cases of abuse, the abuser may not always be an adult but could be a child. Bullying may be seen as deliberate, hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves.

Safer Recruitment

Carshalton Athletic recognise the importance of Safer Recruitment. All staff whether they are full time, casual or voluntary should undergo the following procedures:

- Attend an interview
- Go through the Carshalton Athletic Induction process
- Provide two references from two different professional sources
- If working with young people, undergo a Disclosure and Barring Service (DBS) check producing the necessary documents
- Carshalton Athletic will ensure all staff have an opportunity to attend free courses where appropriate delivered by external organisations
- The DBS Certificate has to be renewed every three years

All staff will be required to familiarise themselves with the content of their job descriptions around their responsibilities for safeguarding children.

Any issues relating to concerns raised over disclosures on the DBS will be discussed in terms of the risk that disclosure poses to children by the club Chairman.

Whistleblowing

Carshalton Athletic is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices. To achieve these ends, it encourages freedom of speech. It also encourages staff to use internal mechanisms for reporting any malpractice or illegal acts or omissions by its employees or ex-employees.

Designated Person

Carshalton Athletic in line with statutory policies and procedures has appointed a designated person to deal with first reports of poor practice or abuse. This person will be known as the Designated Safeguarding Leader (DSL).

Identification and Referral of Child Abuse

The protection of children is the proper concern of everyone in a position to help. All staff and volunteers at Carshalton Athletic who are involved with children and young persons will be made aware of how to recognise child abuse and make appropriate referrals to the Designated Safeguarding Leader. Training in this will be provided by Carshalton Athletic in the form of an accredited "Safeguarding Children" course. All staff will have to renew these every 3 years.

Reporting Procedures for staff

If there are concerns about a child then report this to the Carshalton Athletic Designated Safeguarding Leader.

If there are concerns regarding the possible abuse of images or the use of inappropriate images please report this to the Designated Safeguarding Leader.

If the issue is one of poor practice then Carshalton Athletic Designated Safeguarding Leader will either:

- Deal with the matter internally
- Seek advice from other authorities.

If the concern is one of abuse then the Carshalton Athletic Designated Safeguarding Leader will either contact the Police or the Multi-Agency Safeguarding Hub (MASH) or both depending on the nature of the concern.

Managing allegations against staff and volunteers

All allegations against staff will be taken seriously particularly if they:

- Behaved in a way that has harmed a child, or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

First reports can be made to the Designated Safeguarding Leader.

Once received the Designated Safeguarding Leader will investigate the case and then bring in:

- Referral to the Police if the case is of a serious enough nature
- Suspension of the member of staff or volunteer whilst the investigation happens

The Designated Safeguarding Leader or designated person shall also be responsible for contacting the parents / carers of the child.

Possible outcomes will be as follows:

- A police investigation of a possible criminal offence
- Enquiries and assessment by children's social care about whether a child is in need of protection or in need of services
- Consideration by an employer of disciplinary action in respect of the individual

The Designated Safeguarding Leader will be responsible for the recording all safeguarding issues and updating records kept about the latter and any referrals made. These records will be kept in a designated locked cabinet and only be accessible to the Designated Safeguarding Leader.

Photographic Policy

- Carshalton Athletic will not allow photos or videos to be taken of children or young people unless the parent / carer has given consent.
- Parents and carers and the children and young people will be informed of the use of the images as well and where possible be given copies of these.
- When the image is used Carshalton Athletic will not identify the name of the child / young person unless the parent / carer has given consent.

Codes of Conduct

Where appropriate, parents / careers and children and young people will be asked to sign codes of conduct setting out their responsibilities and expected standards of behaviour. A clear list of sanctions is also available to view setting out Carshalton Athletic responses to non-compliance to these codes.

Discrimination

Carshalton Athletic will not accept any behaviour and or language which are considered to be discriminatory with prejudice or is oppressive towards any race, gender, culture, age, disability, religion, sexuality or political persuasion.

All staff will be asked to sign a code of conduct which sets out the working practices and parameters of their responsibilities and engagement.

Disabled Children and Vulnerable Adults

Children and young people with a disability are at an increased risk of abuse. This could be due to:

- Lack of peer group support
- Intimate / physical care / invasive medical care meaning that the young person does not know what is appropriate and inappropriate touch
- Communication difficulties
- Difficulty in resisting and reporting abuse
- Multiple carers
- Dependant on a potential abuser for basic needs
- Having medical conditions that could be used to falsely explain non accidental injuries

Carshalton Athletic will ensure that staff working with disabled children and vulnerable young adults:

- Learn the child's / young person's communication methods
- Ensure the young person's needs are known
- Ensure care plans are in place
- Give the child or young person the opportunity to make informed choices
- Have clear strategies to deal with difficult behaviour

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