



Chance is Change

Safeguarding Policy

This policy has been created to ensure the safeguarding of all those involved with Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach.

This policy applies to all staff and mentors and sets out the overarching principles which guide our approach to safeguarding.

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach are committed to creating a culture of safety, equality and protection for children and young people who enter mentoring relationships through our partner school and via any private arrangement

Part One: outlines our policy statements and supporting frameworks for the safeguarding and protection of children and young people.

Part Two: contains our organisational procedures, including the processes to be followed when responding to a safeguarding concern.

SAFEGUARDING POLICY

All staff and mentors are expected to comply with the requirements of this policy and be aware of their responsibilities for safeguarding and protecting children from harm.

1.1 Statement of Intent

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach recognise that:

- a child-centred approach is fundamental to safeguarding and promoting the

welfare of every child.

- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm and abuse.
- staff and mentors have an important role to play in safeguarding children and protecting them from abuse.
- working in partnership with children and other agencies is essential to ensure that safeguarding is embedded throughout the mentoring process.

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach will seek to keep children and young people safe by,

- appointing a Designated Safeguarding Lead (DSL) for children and young people, a named Deputy and a Board level lead to take responsibility for

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach safeguarding arrangements;

- using safe recruitment practices for individuals who work regularly with children, including policies as to when partner organisations should complete a criminal records check;v.39_2022_0.1 (DBS check)
- verifying that partner organisations have appropriate safeguarding policies in place;
- providing effective management of staff and mentors through supervision, support, training and quality assurance measures;
- adopting child protection and safeguarding practices throughout the mentoring process, including on our online platforms;
- delivering an appropriate level of safeguarding and child protection awareness training to all staff and mentors;
- ensuring that partner organisations have effective measures in place to manage allegations, complaints and whistleblowing;
- developing effective procedures to be followed when responding to child

protection concerns;

- recording and storing information professionally and securely;
- sharing relevant information and concerns appropriately with individuals or agencies who need to know, including partner organisations and local safeguarding leads;
- seeking and listening to the views of children and young people, taking account of their wishes and feelings when reaching decisions that affect them as individuals and in the development of mentoring services;
- creating an anti-bullying environment by verifying that partner organisations have procedures in place to effectively deal with any bullying which does arise, including online;
- applying Health and Safety measures as set out in the policies of partner organisations to ensure that all activities are delivered in a safe and supportive environment.

1.2 Legal framework and other relevant policies

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Acts 1989 and 2004
- Children and Social Work Act 2017
- Data Protection Act 2018 - General Data Protection Regulation (GDPR)
- Equality Act 2010
- United Nations Convention on the Rights of the Child 1991
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006
- Working Together to Safeguard Children 2018

This policy should be read alongside other relevant guidelines and procedures. For staff directly employed by Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach this will include the following internal policies and procedures:

- Data Protection
- Equal Opportunities and Diversity Policy
- Grievance Policy and Procedures
- Health and Safety Policy

Partner organisations should ensure that mentors have access to similar supporting materials within their relevant business areas and attention is also drawn to Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach internal procedures as set out in Part Two of this policy.

1.3 Review process

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach are committed to reviewing our safeguarding policy and good practice annually.

Organisational Procedures

2.1 Safeguarding policies and processes

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach are committed to ensuring that our safeguarding policies and procedures are reviewed and audited at regular intervals and are readily accessible to all staff and mentors. In this process Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach will work with partner organisations and local safeguarding leads to ensure that our guidance is up to date and relevant.

2.2 Designated Safeguarding Lead (DSL)

Details of the role of the Designated Safeguarding Lead can be found listed above in this document.

2.3 Safer Recruitment and Selection Processes

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach does not currently employ however when we do we will follow national and local guidance on safer recruitment.

2.4 Management of Staff

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach will deliver both online and face to face training on the role of a mentor.

2.5 (a) Codes of Conduct

Details of CIC's Code of Conduct can be found here.

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2.5 (b) Managing allegations, including handling complaints and LADO referrals

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach currently follows guidance set out in local authority guidance. In addition, CIC ensures that partner organisations have similar procedures in place for managing allegations, complaints and whistleblowing and that they are readily accessible to mentees and mentors.

2.6 Safeguarding children training

All staff and mentors receive safeguarding and child protection training appropriate to their role. This is delivered by a partner agency. As part of the induction process Mentees are also provided with a base knowledge of safeguarding including how and where to report a concern.

2.7 Safeguarding procedures – responding to allegations, observations or admissions of abuse.

It is important to remember that, although staff and mentors are not expected to be experts in identifying child abuse, they do have a duty of care to respond appropriately to any issues which may arise. They should understand their role in keeping mentees safe and know who to contact within the relevant partner organisation to report or seek advice on safeguarding issues. This will usually be the Designated Safeguarding Lead or the Head Teacher.

2.8 Information management

Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach currently follows guidance set out in the policy of the referring agency.

2.9 Seeking and listening to the views of children, young people and vulnerable adults

Safeguarding policies and procedures are reviewed on a regular basis and Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach, through the use of surveys and mentoring outcomes, will use the views of mentees to inform and evaluate the mentoring process.

Definitions of Terms

3.1 Abuse

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

3.2 Definition of a Child

Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in

hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.

3.3 Types of Abuse

3.3.1. Emotional abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

3.3.2. Neglect

The persistent failure to meet a child's basic physical and/ or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- a. Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- b. Protect a child from physical and emotional harm or danger
- c. Ensure adequate supervision (including the use of inadequate caregivers)
- d. Ensure access to appropriate medical care or treatment v.39_2022_0.1

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

3.3.3. Physical abuse

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

3.3.4. Sexual abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. v.39_2022_0.1

APPENDIX ONE

Useful Contacts

1. CEOP

www.ceop.police.uk

2. NSPCC Helpline

Tel: 0808 800 5000

Useful Links

1. What to do if you're worried a child is being abused - 2006.

2. [https:// www.gov.uk/ government/ uploads/ system/ uploads/ attachment_data / file/ 419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

3. Working Together to Safeguard Children 2018

4. Working Together to Safeguard Children: a guide to inter-agency working to safeguard and promote the welfare of children (PDF).

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The partner organisation will complete a cause for concern form and make a referral to the relevant statutory agency. If a member of staff or mentor has a concern about the welfare of a mentee or the conduct of a colleague in relation to a child or young persons there an immediate

risk of harm to the child or young person they will make an immediate referral to the relevant Safeguarding Lead (SL) or Mentor Coordinator and provide a written report.

The partner organisation will complete a cause for concern form and make a referral to the relevant statutory agency. Their SL or Mentor Coordinator will inform Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach Regional Manager of the action taken.

The partner organisation and Chance is Change, Change is Change Holistic Sport Mentoring and The Life Coach will liaise regarding the outcome, securely handling information at all times. Discuss with the relevant Safeguarding Lead (SL) or Mentor Coordinator in order to agree next steps. They will keep written records.

Key Contacts

Overall Accountable Officer (CEO)

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Designated Safeguarding Lead (DSL)

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