

**Key Contacts**

**Overall Accountable Officer (CEO)**

Name: Tom Hoskins

Phone: 07370163498

Email: chanceischange@outlook.com

**Designated Safeguarding Lead (DSL)**

Name: Tom Hoskins

Phone: 07370163498

Email: chanceischange@outlook.com

**Safeguarding email address**

CICsafeguarding@outlook.com

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**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**

[**Code of conduct.docx**](file:///Users/tomhoskins/Downloads/Code%20of%20conduct.docx)

**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.

We take all safeguarding issues extremely seriously and will work with you to assure you of any worries you may have.  However, If you are worried or have any concerns about any members of CIC and do not feel these have been addressed by CIC or able to raise these with CIC it is important that these are raised with the school that the team member is working in or alternatively can be raised with the following departments:

* LADO 01452 426994
* GSCP www.gloucestershire.gov.uk/gscp/contact-us/
* GSAB www.gloucestershire.gov.uk/gsab

**2.5 (c) Reporting Concerns when working in the community**

If we are worried or concerned about anyone under 18 or who we are working with, that we think is being abused or neglected, or that a child and their family need help and support, we will first contact Gloucestershire Children and Families Front Door which is open from 9am to 5pm: Telephone: 01452 426565 E-mail: [childrenshelpdesk@gloucestershire.gov.uk](mailto:childrenshelpdesk@gloucestershire.gov.uk).

Multi-Agency Safeguarding Hub (MASH) – 01452 426565

Emergency Duty Team (EDT) – 01452 614194

If there are any concerns that CIC notice or that are raised with CIC surrounding radicalisation or county lines due to the urgency and seriousness of the issues, CIC will contact MASH to seek advice and also send an email to [childrenshelpdesk@gloucestershire.gov.uk](mailto:childrenshelpdesk@gloucestershire.gov.uk).

CIC are aware of the urgency and need to protect children and young people who may victims of such crimes or susceptible to go missing and will disclose any safeguarding concerns or conversations with the local authority

**2.5 (d) Reporting Concerns when working at school**

Before working with any children or young people at the school we are based at, we first ask for the contact details for the DSL and DDSL, we also ask to use the school safeguarding system (CPOMS, My concerns) by asking for this we are following our safeguarding procedures and also coming under the school safeguarding umbrella.

It is imperative that we work together to keep children and young people safe and keep them within a safe environment to feel that they can talk.

**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**

**3.0 Definition of Harm**

The Children Act 1989 introduced the concept of Significant Harm as the threshold that justifies compulsory intervention in family life in the best interests of children. There are no absolute criteria on which to rely when judging what constitutes Significant Harm but consideration should be given to the following,

The severity of ill-treatment which may include the degree and extent of physical harm including, for example, impairment suffered from seeing or hearing the ill-treatment of another;

The duration and frequency of abuse and neglect;

The extent of premeditation.

Child abuse and neglect is a generic term encompassing all ill treatment of children including serious physical and sexual assaults as well as cases where the standard of care does not adequately support the child's health or development. Children may be abused or neglected through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or institutional or community setting. The perpetrator may or may not be known to the child.

Working Together to Safeguard Children 2018 sets out definitions and examples of the four broad categories of abuse which are used as a basis for determining that a child should be subject to a Child Protection Plan:

Neglect;

Physical abuse;

Sexual abuse and exploitation;

Emotional abuse.

**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](http://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/](http://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.