

D . A . R . E

Discovery Adventure Recreational Educational
Supporting SEN children to learn through play in a secure environment

Child Protection and Safeguarding Policy

D.A.R.E Saturday & Holiday Playscheme aims to provide the highest standards of care for children. It hopes to create an environment of trust and respect for self and others. In providing for the safety of the children, protection against the possibility of abuse is paramount.

Safeguarding is everyone's responsibility and it is the duty of the DARE Playscheme to safeguard and promote the welfare of children. This is our core safeguarding principle. In adhering to this principle we focus on providing a safe and welcoming environment for all of our children regardless of age, ability, culture, race, language, religion, gender identity or sexual identity. All of our children have equal rights to support and protection. One of the cornerstones of our safeguarding culture is this policy and the procedures contained within it. This policy applies to all staff, all of whom are trained upon its contents and on their safeguarding duties. We update this policy at least annually to reflect changes to law and guidance and best practice.

What it means for our pupils

We work with our local safeguarding partners to promote the welfare of children and protect them from harm. This includes providing a co-ordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans which provide additional support to the child. All of our staff have an equal responsibility to act on any suspicion or disclosure that may indicate that a child is at risk of harm. Any pupils or staff involved in child protection or safeguarding issues will receive appropriate support. We encourage positive, respectful and safe behaviour among children and young people and we set a good example by conducting ourselves appropriately. Identifying safeguarding and child protection concerns often begin with recognising changes in pupils' behaviour and knowing that these changes may be signs of abuse, neglect or exploitation. Challenging behaviour may be an indicator of abuse. All of our staff will reassure children that their concerns and disclosures will be taken

Please note that these guidelines are by no means exhaustive, nor mutually exclusive. It is important to remember that most children will demonstrate one or more of these symptoms at some stage – don't jump to conclusions. However, any concerns shown by any child or member of staff will be taken seriously. **Tunde Alabi, Hansa Tunde-Alabi and Sohaib Harti** are the designated members of staff for child protection.

Recognising abuse

Children with special educational needs and disabilities Children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group of children, which can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- Being more prone to peer group isolation than other children;
- The potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and

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- Communication barriers and difficulties in overcoming these barriers.

The main types of abuse are: Emotional, Physical, Sexual and Neglect

- Be alert to any injury which cannot be explained, or that appears inconsistent with the explanation given.
- Abusers often threaten a child or tell them events must be kept secret. For this reason a child may try to avoid activities which might involve revealing intentional bruising or other injuries.
- If a child has an injury, query whether the accident is ordinary and appropriate in relation to the child's age.
- In the case of sexual abuse, inappropriate language or preoccupation with sexual matters may become apparent.
- Parents/ carer's attitudes towards a child may indicate emotional abuse. Persistent insults, ridiculing, absence of affection, excessive discipline or rejection may be noticed. Parents / carers may seem excessively defensive, uninterested or hostile.
- Other symptoms which may become apparent in abused children include anti-social behaviour, low self-esteem, an over eager desire to please, self-deprecation, over activity, clumsiness, unusual bruising / bleeding, self-mutilation, recurring nightmares, unexplained sums of money, depression and passive / lethargic behaviour.
- Neglect may become apparent through a child being insufficiently clothed for the time of year, repeatedly not being collected from the Saturday Playgroup, constantly seeming hungry or unwell or having untreated medical conditions.

• **OTHER TYPES OF ABUSE**

Domestic abuse

The Domestic Abuse Act 2021 introduces a legal definition of domestic abuse and recognises the impact of domestic abuse on children if they see, hear or experience the effects of abuse. Domestic abuse is any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse, between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. It includes people who have been or are married, are or have been civil partners, have agreed to marry one another or each have or have had a parental relationship in relation to the same child. It can include psychological, physical, sexual, financial and emotional abuse. Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socioeconomic status, sexuality or background and domestic abuse can take place inside or outside of the home. This means children can also be victims of domestic abuse. Children can witness and be adversely affected by domestic violence in their home life. Experiencing domestic abuse and exposure to it can have a serious emotional and psychological impact on children, and in some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. All of which can have a detrimental and long term impact on their health, well-being, development, and ability to learn. When police have been called to a domestic violence incident where children are in the household and experienced that incident, the police will inform the DSL. This ensures that the DARE Playscheme has up to date safeguarding information about the child.

• **Preventing Radicalisation: The Prevent Duty**

The Counter-Terrorism and Security Act (February 2015) places a duty on D.A.R.E Saturday & Holiday Playscheme, in the exercise of its functions, to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent Duty") and other expressions of radicalisation. D.A.R.E Saturday & Holiday Playscheme also recognises its duty to ensure that members of staff identify where young people are vulnerable to being drawn into terrorism, and the leadership team understands that it has a role to play in working with the police and local authorities to provide support to these individuals. With regard to 'Keeping

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Children Safe in Education 2023', D.A.R.E Saturday & Holiday Playscheme recognises its duty to actively promote British values, and this duty is appropriately reflected within the activities provided at the playscheme.

D.A.R.E Saturday & Holiday Playscheme recognises that internet sites are part of 'grooming' strategies set up to radicalise children and young people. This does not solely apply to so-called 'Muslim Extremists', extremism and radicalisation can occur in other cultures, religions and beliefs, including the far right and white supremacy, and individuals who have used the internet to publish their views and incite hatred.

At D.A.R.E Saturday & Holiday Playscheme we respect all our community and celebrate our diverse heritage, cultures and religions. We are stronger for it.

Signs of radicalisation could include:

- Disaffection with authority and or peers/ family
- Vocalisation or writing of extremist views
- Threats to do harm
- Obsessive engagement with website and social media which promote radicalisation and extremist views
- Change of attitude or friendship groups
- Change of behaviour

Honour Based Violence

So-called 'honour-based' violence (HBV) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including

Female Genital Mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of so-called HBV are abuse (regardless of the motivation) and should be handled and escalated as such. If in any doubt, staff should speak to the designated safeguarding lead. Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a child being at risk of HBV, or already having suffered HBV.

There are other forms of abuse and members of staff are encouraged to be familiar with contexts of abuse as described on the TES, NSPCC and GOV.UK websites. These may include:

Bullying and cyberbullying, sexting

Domestic violence, teenage relationship abuse

Drug use and abuse

Fabricated or induced illness

Forced marriage

Harmful practices

Gangs and youth violence

Gender-based violence / violence against women and girls (VAWG)

The designated person should:-

The Designated Safeguarding Lead (DSL): The designated safeguarding lead takes lead responsibility for safeguarding and child protection (including online safety) at DARE Playscheme.

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The DSL duties include:

- Ensuring child protection policies are known, understood and used appropriately by staff
- Acting as a source of support, advice and expertise for all staff on child protection and safeguarding matters
- Liaising with the Managers regarding ongoing enquiries under section 47 of the Children Act 1989 and police investigations and be aware of the requirement for Children to have an Appropriate Adult in relevant circumstances.
- Acting as a point of contact with the three safeguarding partners
- Making and managing referrals to children's social care, the police, or other agencies
- Taking part in strategy discussions and inter-agency meetings
- Liaising with the "case manager" and the designated officer(s) at the local authority if allegations are made against staff
- Making staff aware of training courses and the latest local safeguarding arrangements available through the local safeguarding partner arrangements
- Keep written records of concerns about children; even where there is no need to refer the matter immediately and ensure all records are kept securely in a locked location (see Safeguarding Children - Record of Concern).
- Have a confidential discussion with other relevant staff (e.g. staff within the School setting, and possibly the Local Authority Early Years Team) and observations should be shared. If after this discussion it is felt that there is cause for concern, those concerns should be reported to Local Safeguarding Children Board(LSCB)
- Providers must have regard to the Government's statutory guidance 'Working Together to Safeguard Children'. If providers have concerns about children's safety or welfare, they must notify agencies with statutory responsibilities without delay. This means the local children's social care services and, in emergencies, the police.

Safeguarding concerns and allegations made about staff

When a safeguarding concern or allegation is made about a member of staff. The full procedures for dealing with allegations against staff and managing low level concerns raised about staff can be found in Keeping Children Safe in Education (DfE, 2023)

Safeguarding concerns or allegations made about staff who no longer work at the school will be reported to the police.

Staff are required to inform the designated lead, Hansa or Sohaib if safeguarding and/ or child protection concerns are raised about them or they are investigated regarding their own children, children in their care or any other minors whether within the Playscheme, their other job or their home.

Whistle blowing

If you have concerns about a colleague, it is important that all staff and volunteers feel able to raise concerns about a colleague's practice. All such concerns should be reported to the Tunde, Hansa or Sohaib, unless the complaint is about the above named, in which case concern should be reported to children's social care or the police if they believe direct reporting is necessary to secure action.

Safer Recruitment

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We practise safer recruitment procedures. All staff, before starting employment, have to provide references and undergo the checks taken by the Disclosure and Barring Services(DBS). Their career history is also checked for accuracy. Volunteers will also have Police Checks and will be supervised at all times with the children. Saturday & Holiday Playscheme will be run in an open environment ensuring that the staff: child ratio is kept at all times, thus reducing the risk to children and also protecting staff. D.A.R.E Saturday & Holiday Playscheme also has a role in the protection of children to identify abuse. Staff are required to attend training on the recognition, recording and reporting of suspicions about abuse. This policy provides useful guidelines on points to watch for which may indicate abuse.

Confidentiality and sharing information

Child protection issues necessitate a high level of confidentiality. Staff should only discuss concerns with the Designated Safeguarding Leads.

Sharing information The DSL will normally obtain consent from the pupil and/or parents to share child protection information. Where there is good reason to do so, the DSL may share information without consent, and will record the reason for deciding to do so. Information sharing will take place in a timely and secure manner and only when it is necessary and proportionate to do so and the information to be shared is relevant, adequate and accurate. Information sharing decisions will be recorded, whether or not the decision is taken to share. The UK GDPR and the Data Protection Act 2018 do not prevent school staff from sharing information with relevant agencies, where that information may help to protect a child. If any member of staff receives a request from a pupil or parent to see child protection records, they will refer the request to the Data Protection Officer.(Tunde Alabi)

Storing information

Our Confidentiality and Information Sharing policy and our Retention and Destruction policy is available to parents and pupils on request.

Procedure on how to report abuse:

If a child's behaviour or appearance causes any member of staff to suspect abuse they should:-

- If a child discloses abuse to any member of staff it is vital that the child is assured that they are believed, and make sure that the child understands that the adult they disclosed to cannot keep this information confidential or "secret" but they must report such information to the relevant authorities.
- Record details on the "Safeguarding - Record of Concern" form (see attached) and inform the Supervisor.
- Inform Tunde Alabi, Hansa Tunde-Alabi and Sohaib Harti who are in charge of child protection for the Saturday Playgroup.
- Any concerns for a child's welfare will be discussed as far as possible with the parents, these discussions will be recorded and the parents will have access to these records. Sometimes to safeguard a child we will contact Brent/Harrow/Barnet Local safeguarding team without discussion with a parent, if we feel it is in the child's best interest to do so. However we will record the reason for not asking parental permission at the time and any actions that we are required to take by the duty social worker.

Inform Tunde (Contact Number: 07743543010), Hansa (Contact Number: 07745090119) or Sohaib(Contact Number: 07721857224) fill in our record of concerns form (which can be found on the group tablet)). In the unlikely event that your concerns haven't been dealt with, you can contact Local Safeguarding Children Board(LSCB) on 02089374300(Brent) 02084241147(Harrow) and 02083594066(Barnet).

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We will also:

- Ensure every member of staff has access to training and knows who the designated person responsible for child protection is and their role.
- Ensure staff understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated person responsible for child protection

In the event of an allegation against any member of staff or in any case of abuse alleged to have taken place at D.A.R.E Saturday & Holiday Playscheme, the incident will be investigated by Tunde Alabi(Coordinator), who will inform Local Authority Designated Officers(LADO) on the numbers above, follow their advice and also inform Ofsted.

In order to keep children safe, we will not hand over a child to any parent or carer that arrives at playgroup and appears to be drunk or under the influence of drugs.

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British Values

Democracy: Children and Young people, parents and staff have many opportunities for their voices to be heard at D.A.R.E Saturday & Holiday Playscheme. Democracy is central to how we operate.

Children and Young people are always listened to by adults and are taught to listen carefully and with concern to each other, respecting the right of every individual to have their opinions and voices heard. We encourage pupils to take ownership of not only their playscheme but also of their own learning and progress. This encourages a heightened sense of both personal and social responsibility and is demonstrated each time the playscheme is on by the children and young people we care for.

Rules and Laws: Pupils are taught the value and reasons behind acceptable behaviours and unacceptable behaviours and the consequences to unaccepted behaviours, they are taught that these rules are put in place to protect us.

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Individual Liberty: Alongside rules and laws, we promote freedom of choice and the right to respectfully express views and beliefs. Through the provision of a safe, supportive environment and empowering education, we provide boundaries for our young pupils to make choices safely; for example:

- choices about the activities provided
- choices around the participation in activities

Mutual respect and tolerance of those with different faiths and beliefs: D.A.R.E Saturday & Holiday Playscheme is in an area which is greatly culturally diverse and we are proud to promote and celebrate our different backgrounds and beliefs. Mutual respect is at the heart of our aims and ethos – To develop understanding of and respect for a wide range of religious values, languages and cultural traditions and different ways of life. Children and Young people know and understand that it is expected and imperative that respect is shown to everyone, whatever differences we may have, be it religious belief or race. Children and young people learn that their behaviour choices have an effect on their own rights and those of others. All members of the playscheme should treat each other with respect.

Mobile Phone Policy

Due to the vulnerability of the children and young people we work with, mobile phones are not allowed during working hours. In some circumstances few staff members will be allowed to have their phone on them i.e. supervisors or persons that work with a child or young person with epilepsy (to alert the Manager and/or Emergency services).

Smoking Policy

Smoking is **NOT** allowed on the premises under no circumstances.

Review Date: October 2024

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