

Si Sports

Child

Protection

Policy

ANNUAL REVIEW DATE	REVIEWED BY	AMMENDMENTS
5 th January 2016	Simon Seal	-
12 th January 2017	Simon Seal	Support for Staff.
January 2018	Simon Seal & F Gutteridge	
January 2019	S.Seal & F.Gutteridge	
April 2020	S.seal & F.Gutteridge	
September 2021	Amy Ginnetta	Prevention, Action's to be taken by Si-Sports, Children at risk.
September 2022	Simon Seal	-
June 2023	S. Seal & C. Seal	
October 2024	Simon Seal & Tracey Hall	Updated Oct 2024

PURPOSE OF THE POLICY

Our policy applies to all staff of Si Sports working in schools and within the community. The five main elements to our policy are to:

- Ensure we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- Raise awareness of child protection issues and equip children with the skills needed to keep them safe especially the most vulnerable that we work with.
- Develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse.
- Support pupils who have been abused in accordance with the agreed child protection plan identified by schools.
- Establish a safe environment in which children can learn and develop.

We recognise that, because of their day-to-day contact with children, school staff are well placed to observe the outward signs of abuse. The school will the

Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to. Every member of Si Sports is approachable at any time.

- Ensure children know that there are adults in the school whom they can approach if they are worried.
- Ensure every member of Si Sports working in schools know who the designated senior person for child protection who has received appropriate training and support for this role.
- Every member of staff at Si Sports (including temporary and volunteers) knows the name of the designated senior person responsible for child protection and their role.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection.
- Notify the school if there is an unexplained absence of Child on the Registers who is on the child protection register and regularly work with school on unexplained absent on the most vulnerable students.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main pupil file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment at Si Sports practices are always followed.

Action to be taken by Si Sports

We will follow the child protection procedures set out by the Leicester Safeguarding Children Board and will take account of the latest guidance issued by the Department for Education - currently Keeping Children Safe in Education 2024

- Ensure that all staff understand and comply with their statutory duty to provide the services of the provision in a way that safeguards and promotes the welfare of pupils; and that they do so having regard to the contents of the statutory guidance Keeping Children Safe in Education (2024).

We will work together with other agencies to ensure adequate arrangements within our education setting to identify assess and support those children who are suffering harm.

- Ensure we have a Designated Safeguarding Lead (DSL) for child protection who is a senior member of staff, and a Deputy Designated Safeguarding Lead has received appropriate training and support for this role (this person is Simon Seal, Si Sports Director. The Designated Safeguarding Lead is Tracey Hall & Callum Seal Leicester / Leicestershire Council Designated Safeguard Lead training which will be updated every two years.
- Ensure every member of staff, volunteer and governor knows the name of the Designated Safeguarding Lead responsible for child protection and safeguarding and their role.
- Ensuring that we operate Safer Recruitment procedures by making sure that at least one person on every recruitment panel has completed Safer Recruitment Training. This person is currently Simon Seal.
- Ensure all staff and volunteers understand their responsibilities for being alert to the signs of abuse or neglect as well as lower level child welfare concerns and their responsibility for recording any concerns and referring any concerns to the Designated Safeguarding Lead responsible for child protection and safeguarding by: - Providing new staff with a safeguarding, Prevent and child protection induction including provision of the child protection policy and Code of Conduct for Safer Working Practice (ensure all staff, governors and volunteers receive and sign for a copy of these policies) - Providing all staff with a copy of `Keeping Children Safe in Education 2024 - Ensure all staff and volunteers across the school receive child protection training annually
- The school will notify the appropriate Children's Social Care Team if there is an unexplained absence of more than two days of a pupil who is subject to a child protection plan.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Ensure that any allegations against members of staff with a potential child protection aspect are dealt with following local procedures – all such concerns to be dealt with urgently, with concerns about staff to be reported to Simon Seal, but concerns about Simon Seal reported to Tracey Hall
- Ensure that parents receive information from the school about the responsibility placed on the school and staff for child protection.

Written records of child welfare and child protection concerns about children: the school will:

- keep clear written records of all child welfare and child protection concerns using a standard recording form including actions taken and outcomes as appropriate
- Ensure all child welfare and child protection records are kept securely, and in locked locations/or password protected
- Ensure that an indication of the existence of a child protection record is marked on the pupil records

If staff require and additional support offer advice, they can contact LADO the local Authority Designated office at LCC

Support to pupils at risk

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. Si Sports may be the only stable, secure and predictable element in the lives of children at risk.

- The content of the curriculum.
- The school ethos which promotes a positive, supportive, and secure environment and gives Children a sense of being valued.
- Si Sports behaviour policy which is aimed at supporting vulnerable children within schools / Colleges, Si Sports will ensure that the Child knows that some behaviour is unacceptable, but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies supporting the pupil such as Children's Social Care, Child and Adolescent Mental Health Service, education welfare service and educational psychology service etc.
- We acknowledge that some groups of children may be at a higher risk of abuse. These groups include children with SEND, Looked After Children and children from certain ethnic minority groups (FGM and Forced Marriage).
- Staff have a professional responsibility to share relevant information about the protection of children with other professionals, particularly the investigative agencies.
- Staff should not promise to keep secret information given to them by a child but should explain that they will pass the information on to those who need to know and can help.
- Information should only be shared with those who need to know and child protection records should be kept securely locked.
Children on the Child Protection Register
- The DSL will ensure any monitoring of the child agreed in the Child Protection Plan takes place. This may involve informing the Key Worker when the child is absent or when there are signs of deterioration in the child's home circumstances.

Prevention

We recognise that the Si Sports plays a significant part in the prevention of harm to our children by providing them with good lines of communication with trusted adults, supportive friends, and an ethos of protection.

Si Sports community will therefore:

- Work to establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure all staff are aware of school guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

Statement of Purpose

Si Sports we are determined to ensure that all necessary steps are taken to protect children, young people and adults from harm. The following policy establishes our role and responsibilities and clarifies what is expected from everybody employed and involved in the delivery of services (core curriculum and extended services).

It is the aim of this policy to support the 5 outcomes previously outlined in the former government **Every Child Matters strategy**. **As such, this policy promotes:**

Being Healthy

- Ensuring that pupils are able to remain mentally and emotionally healthy;
- Supporting parents in keeping their children healthy;
- Supporting staff through well-being initiatives.

Staying Safe

- Ensuring that pupils are safe from maltreatment, neglect, violence and sexual exploitation.
- Keeping pupils safe from accidental injury and death.
- Working with agencies to safeguard children in accordance with current government guidance.
- Support staff, parents and visitors to school by meeting all Health and Safety statutory requirements.

Enjoy & Achieve

- Ensuring all pupils have the opportunity to reach their full potential.
- Ensuring pupils attend school regularly, arrive on time, are ready to learn and can access optimal learning environments on and off site.

- Encouraging parents to support their child's learning.
- Support staff career progression through performance management and continued professional development-

Making A Positive Contribution

- Helping parents to support their child's social and emotional development.
- Ensuring pupils are supported in managing changes and responding to challenges in their lives.
- Encouraging pupils to engage in law abiding and positive behaviour.
- Providing staff with opportunities to contribute to the whole school programme of delivery.

Achieve Economic Well-being

- Support for families in maximizing their economic well-being.
- Support pupils to access further education.
- Assist parents to support their child's preparation for working life.

Overview of the responsibilities of Si Sports,

We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Si Sports. This policy has been developed using the following documentation:

Keeping Children Safe in Education,

DFE (2015) Working Together to Safeguard Children,

DFE (2015) Disqualification under the Childcare Act 2006 guidance,

DFE (2015) Early Years Inspection Handbook,

Ofsted (2015) Inspecting Safeguarding in maintained schools and academies,

Ofsted (2015) Safeguarding children, young people and adults policy,



Ofsted (2015) CHANNEL

Duty guidance, HM Government (2015)

Prevent Duty guidance for England and Wales, HM Government (2015)

Counter Terrorism and Security Act (2015)

Mandatory Reporting of Female Genital Mutilation- procedural information, HM Government, (2015)

Serious Crime Act (2015)

As an organisation here at Si Sports, we recognise that child abuse can be an emotive subject and therefore it is important to understand the feelings involved and not to allow them to interfere with judgment about any action that needs to be taken. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.

As such, we will ensure that:

- The welfare of our pupils remains paramount.
- All pupils whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to be protected from harm.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff (paid/unpaid) working within Si Sports Schools / Colleges understand they have a responsibility to report concerns to our designated staff.

2a. The role of Si Sports:

- It is the role of Si Sports to implement the school's Safeguarding Policy with the support of the Senior Leadership Team and Governing Body of each school we work in.
- It is the role of Si Sports to ensure there is a collective responsibility for safeguarding and that all staff and volunteers are aware of the policy and related policies, protocols and procedures coherently and consistently.
- Si Sports will ensure there are 2 or more trained staff members with named responsibility for child protection. (The role and duties of a designated name person are contained in the Si Sports Child Protection policy);
- Si Sports will ensure first aid is administered by suitably qualified members of staff;

- Si Sports will treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness. Any action taken will be at the advice taken from the school.
- The Safeguard Lead will ensure mandatory reporting of Female Genital Mutilation (FGM) is made to the Police in line with the reporting procedures.

Si Sports will ensure each member of the coaching staff are Team-Teach trained.

2b. the role of all staff: teaching and non-teaching

All staff will be made aware of and have access to Si Sports Safeguarding Policy, protocols and procedures;

- All staff will attend annual safeguarding training.
- All staff will strive to safeguard pupils in all aspects of the learning environment on-site and on educational visits. All staff should challenge any incidents of prejudice, racism or homophobia and record any serious incidents, drawing them to the attention of the Head of Centre.
- All staff will challenge the use of discriminatory and derogatory language.
- All staff will support teaching assistants, support staff and volunteers working in their classrooms or on educational visits.

Policies, protocols and procedures

- Si Sports strongly believe in having a thorough process including Disclosure & Barring Service-DBS; vetting checks (formerly CRB), enhanced check for regulated activity (barred list check).
- Delivery of safeguarding as part of the curriculum;
- Protocols e.g. Pupil missing/absconding from school /educational visits as per the services Si Sports offer.

1. Implementing Procedures

An additional aim of this safeguarding policy is to ensure all teaching and non-teaching staff at Si Sports are aware of the signs and symptoms. If any child tells a member of staff at Si Sports that any form of abuse has taken place all staff will be vigilant and **MUST NOT** tell the child that this will be kept confidential. They should go directly to a member of the Academy safeguarding staff.

Staff will look carefully at the attendance/ behaviour of pupils and be alert for significant changes. Although pupils may exhibit any of the following, abuse may not have occurred:

- Disclosure.
- Non-accidental injury, bruising or marks.
- Explanation given inconsistent with injury.
- Several different explanations for an injury.
- Reluctance to give information about an injury.
- A sudden change in behaviour – aggression, extroversion, depression, withdrawn.
- Attention seeking.
- Hyperactivity.
- Poor attention.
- Appear frightened of parents or family members.
- Indiscriminate attachment.
- Frozen watchfulness.
- Anxiety/irritability.
- Abdominal pain/headaches.
- Poor self-esteem.
- Poor peer relationships.
- Act in an inappropriate way expected for age;
- Sexualised behaviour/talk or drawings.
- Self-harm/eating disorder.
- Reluctance to change for physical education.

- Failure to thrive.
- Poor hygiene.
- Recurrent/untreated infections of skin or head lice.
- Untreated health/dental issues.
- Frequent absence from school or repeated lateness.

If staff observe any of the above, they will:

- React calmly.
- Not delay in passing on information and / or concerns;
- Where a disclosure is made, reassure the pupil that they were right to tell, that they are not to blame and take what the pupil says seriously;
- Allow the pupil to talk and ask only open questions. Take care not to press for detail, put forward their personal ideas or use any words that the pupil has not used themselves;
- Inform the pupil what will happen next;
- Make a full and written record of concerns observed, what has been said and action taken. Record any conversations and facts. Sign and date the report (it may be required as evidence). Staff will be supported in doing this by Academy's designated named persons for child protection.

2. Review of Policy

Si Sports will continue to monitor our safeguarding policy and this will be done on an annual basis. If guidance from the government or such laws is introduced outside this timeline, Si Sports will ensure the policy is updated immediately. All Staff will cover Code of Conduct in their roles in separate policy and sign to say it is understood and agreed to.

3. Domestic Abuse

The government definition of domestic violence and abuse is: An 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). Domestic abuse can encompass, but is not limited to, psychological, physical, sexual, financial and emotional abuse. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. As well as obvious non-accidental injuries and injuries which are not consistent with the explanation given and incidents reported by the child or others, the following signs may be significant:

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- Physical harm: Bruising; scarring; bandages/plasters; rubbing part of the body; cigarette burns; abstains from physical activities and resists using the changing room at school.
- Psychological abuse/harm: Apathy; withdrawal from social contact; loss of enthusiasm/energy; seeming to be preoccupied; tearful; misses school or is frequently late.
- Neglect: Socially withdrawn; untidy/unkept; poor time-keeping; Infrequent mention of parents/family life; possibly slow to develop emotionally; overly self-reliant. • Sexual

abuse: Delayed or no sexual behaviour, low behaviour with adults, sexualized drawings, self-injury, and distinct changes in behaviour.

In A League Of Its Own

learning progress, inappropriate self-esteem, unease or unusual

- Child sexual exploitation: Children appearing with unexplained gifts or new possessions; children who associate with other young people involved in exploitation; children who have older boyfriends or girlfriends; children who suffer from sexually transmitted infections or become pregnant; children who suffer from changes in emotional wellbeing; children who misuse drugs and alcohol; children who go missing for periods of time or regularly come home late; and children who regularly miss school or education or do not take part in education.
- If a pupil discloses that they have witnessed domestic violence and is therefore at risk or it is suspected that they may be living in a household which is affected by family violence, this will be referred to the Safeguarding Lead as a safeguarding issue.

4. Children missing from education (CME)

- Children going missing from education (particularly repeatedly) can be a vital warning sign of a range of safeguarding problems. This may include abuse and neglect, which may include sexual abuse or exploitation and can also be a sign of child criminal exploitation including involvement in county lines.
- It may indicate mental health problems, risk of substance abuse, risk of travelling to conflict zones, risk of female genital mutilation or risk of forced marriage. Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a child going missing from education in future.
- Si Sports monitors pupil attendance, contacts home in cases of unauthorised absence and takes further action where appropriate. The Academy has put in place appropriate safeguarding responses to pupils who go missing from school, particularly on repeat occasions, to help identify any risk of abuse and neglect and to help prevent the risks of their going missing in future.
- Si Sports has due regard to the guidance “Children missing education” published by the Department for Education in September 2016. Si Sports is aware of the impact on children of an adult close to them going missing and work in line with government guidance in offering support.

5. Peer-on-Peer abuse

The Academy recognises that children are capable of abusing their peers. Peer-on-peer abuse can take many forms and can include:

- bullying (including cyberbullying);
- physical abuse (such as hitting, kicking, shaking, biting, hair-pulling or otherwise causing physical harm);
- sexual violence or sexual harassment
- sexting;
- initiating or hazing-type violence and rituals;
- upskirting

Academy staff are aware of the importance of:

- never tolerating or dismissing peer-on-peer abuse as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”;
- challenging behaviours; and are aware that dismissing or tolerating such behaviours risks normalising them. T

- Si Sports recognises SEND* and LGBT† that some groups (eg children with children) are potentially more at risk of peer-on-peer abuse. Allegations of peer-on-peer abuse will be recorded, investigated and dealt with in accordance with the Academy's Anti-Bullying Policies.
- The initial response to a report of peer-on-peer abuse from a child is important, both for the victim and alleged perpetrator. Where appropriate, the Academy liaises with other agencies (including the police) after an allegation has been made (including by way of support to the relevant parties)

9. Sexting

Sexting (sharing youth-produced sexual imagery, including nudes and semi-nudes) happens where:

- A person under the age of 18 creates and shares sexual imagery of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age of 18 is in possession of sexual imagery created by another person under the age of 18.
- When an incident involving sexting comes to a member of staff's attention, it will be reported to the Designated Safeguard Lead and (where appropriate) referred to appropriate agencies.
- Creating and sharing sexual photos and videos of under 18s is illegal. Si Sports is very aware of sexting (including the sharing of sexually explicit photographs and the sending of sexually explicit messages) and the serious harm it can cause.
- Si Sports has produced guidance for pupils regarding the dangers of sexting. The College has regard to the guidance published by the UK Council for Child Internet Safety.

10. Upskirting

- Upskirting happens where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. Upskirting is a criminal offence. Persons of any gender can be a victim of upskirting.

11. Sexual violence and sexual harassment between children

- Sexual violence and sexual harassment can occur between two children of any age and sex.
- It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. It is very important that schools recognise that children can, and sometimes do, abuse their peers in this way and that it is made clear to them that sexual violence and sexual harassment is not acceptable, will never be tolerated, will be taken seriously, and is not an inevitable part of growing up.
- Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. It is likely adversely to affect their educational attainment.
- Sexual violence and sexual harassment may overlap and can occur on-line and off-line (both physical and verbal). Sexual violence includes offences under the Sexual Offences Act 2003 (rape, assault by penetration and sexual assault).

- Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another and can be withdrawn at any time during sexual activity and each time activity occurs.
- Si Sport staff (and especially designated safeguarding leads) understand consent and pupils are taught about this explicitly in Wellbeing lessons.
- Sexual harassment is unwanted conduct of a sexual nature that is likely to violate a child's dignity and/or make them feel intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. It can occur online and off-line.
- It can include: sexual comments, such as telling sexual stories; making lewd comments; making sexual remarks about clothes and appearance; calling someone sexualised names; sexual "jokes" or taunting; deliberately brushing against someone; interfering with someone's clothes; or displaying pictures, photos or drawings of a sexual nature.
- Online sexual harassment may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence. It may include non-consensual sharing of sexual images and videos, sexualised online bullying, unwanted sexual comments and messages (including on social media), sexual exploitation, coercion and threats, and upskirting.
- If staff have a concern about a child or a child makes a report to them which relates to child-on-child sexual violence and/or sexual harassment, they are expected to speak to the Designated Safeguard Lead (or a Deputy Designated Safeguarding Lead).

12. Child Sexual Exploitation and Child Criminal Exploitation (including County Lines)

- Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) are forms of abuse which tend to occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity.
- This power imbalance can be due to a range of factors including age, gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.
- In some cases, the abuse will be in exchange for something the victim needs or wants and/or will be to the financial benefit or other advantage (such as increased status) of the perpetrator or facilitator.
- The abuse can be perpetrated by individuals or groups, males or females, and children or adults.
- The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse.
- It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence.
- Victims can be exploited even when activity appears consensual and it should be noted exploitation as well as being physical can be facilitated and/or take place online.
- Child Sexual Exploitation (CSE) A victim of CSE may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact: it can also occur through the use of technology. Like all forms of child sex abuse, child sexual exploitation:
 - can affect any person under the age of 18 years (including 16 and 17 year olds who can legally consent to have sex);
 - can still be abuse even if the sexual activity appears consensual;
 - can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity;
 - can take place in person or via technology, or a combination of both; and

- can occur without the knowledge (eg images they have created and posted on social media).
- The indicators of CCE can also be indicators of CSE, as can:
- children who have older boyfriends or girlfriends; and
- children who suffer from sexually transmitted infections or become pregnant.

Child Criminal Exploitation (CCE) CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other young people. Some of the following can be indicators of CCE:

- children who appear with unexplained gifts or new possessions;
- children who associate with other young people involved in exploitation;
- children who suffer from changes in emotional well-being;
- children who misuse drugs and alcohol;
- children who go missing for periods of time or regularly come home late;
- children who regularly miss school or education or do not take part in education

County Lines

- County Lines is a specific form of Child Criminal Exploitation. It is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas (within the UK), using dedicated mobile phone lines or other form of "deal line".
- Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims. Missing school is a potential indicator of involvement in county lines. If a child is suspected to be at risk of or involved in county lines, a safeguarding referral should be considered alongside consideration of availability of local services/third sector providers who offer support to victims of county lines exploitation.
- Further advice is available in the Home Office document "Criminal exploitation of children and vulnerable adults: county lines".

13. Preventing Radicalisation

- Children are vulnerable to extremist ideology and radicalisation. Protecting children from this risk is an important part of Si Sports safeguarding of its pupils.
- Extremism is the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.
- Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- Terrorism is an action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system.
- The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause. There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology.
- Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability.
- Radicalisation can occur through many different methods (such as social media) and settings (such as within the home).

- As with other safeguarding risks, Si Sports staff should be alert to changes in pupils' behaviour, which could indicate that they may be in need of help or protection.
- The Counter-Terrorism and Security Act 2015 places a duty on schools to have due regard to the need to prevent people from being drawn into terrorism (the 'Prevent Duty') and hate crimes.
- Young people can be exposed to extremist influences or prejudiced views (in particular via the internet and other social media) and schools can help to protect children from them.

Si Sports:

- Communicates and promotes the importance of the Prevent duty to staff.
- Provides training to enable staff: (a) to recognise the engagement, intent and capability factors which indicate that a person may be vulnerable to being drawn into terrorism or at risk of radicalisation (including changes in a pupil's behaviour); (b) to challenge extremist ideas which can be used to legitimise terrorism; and (c) to know when and how to make a referral to the relevant agencies.
- Builds pupils' resilience to radicalisation by: (a) promoting their spiritual, moral, social and cultural development; (b) by promoting democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths; and (c) helping pupils to acquire the knowledge, skills and understanding that they need to play a full and active part in society.
- Teaches pupils about on-line-safety and the safe use of social media, manages internet access and ensures that there are suitable filtering arrangements in place.
- Provides a broad curriculum and ensures that pupils are offered a balanced presentation of opposing views in relation to political issues.
- Ensures that visiting speakers are suitable and that they are appropriately supervised when at the College.
- Assesses the risk of its pupils being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology.
- Works in partnership with the police, local authorities and other agencies involved with the implementation of the Prevent Strategy.
- Engages effectively with parents (including assisting and advising parents who raise concerns).
- Acknowledges its responsibility to act proportionately.
- Where appropriate, makes a referral to the Channel Programme.

Channel is a voluntary, confidential support programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

- Prevent referrals may be passed to a multi-agency Channel panel, which will discuss the individual referred to determine whether they are vulnerable to being drawn into terrorism and consider the appropriate support required.
- The Designated Safeguard Lead from the Academy may be asked to attend the Channel panel to help with this assessment.
- An individual's engagement with the programme is entirely voluntary at all stages.

14. 'Honour-based abuse' (including female genital mutilation and forced marriage)

- So-called 'honour-based' abuse (HBA) encompasses incidents or 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.
- Abuse committed in the context of preserving "honour" often involves a wider network

of family or community perpetrators.

- Si Sports recognises that it is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take.
- All forms of HBA are abuse (regardless of the motivation) and are handled and escalated as such.
- Si Sports staff are alert to the possibility of a child being at risk of HBA, or already having suffered HBA.
- If staff have a concern regarding a child that might be at risk of HBA or who has suffered from HBA, they should speak to the Designated Safeguard Lead (or a Deputy Designated Safeguarding Lead).
- As appropriate, the Designated Safeguard Lead will activate local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and children's social care.
- Female genital mutilation (FGM) FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs.
- It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.
- Si Sports recognises that staff have a statutory duty to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under the age of 18.
- Staff receive training on FGM as part of their safeguarding training.
- Whilst it will be rare for staff to see visual evidence, and they should not be examining pupils, the same definition of what is meant by "to discover that an act of FGM appears to have been carried out" is used for all professionals to whom this mandatory reporting duty applies.
- Unless the staff member has good reason not to, they should still consider and discuss any such case with the Designated Safeguard Lead (or a Deputy Designated Safeguarding Lead) and involve children's social care as appropriate.
- The duty does not apply in relation to at risk or suspected cases (i.e. where the tutor does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over.
- In these cases, staff should follow local safeguarding procedures.

Forced marriage

- Forcing a person into a marriage is a crime in England and Wales.
- A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage.
- Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example).
- Nevertheless, some perpetrators use perceived cultural practices as a way to coerce a person into marriage.
- Si Sports recognises that it can play an important role in safeguarding children from forced marriage.

Si Sports has a responsibility to follow procedures in the case of,

A. Has suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play, or when the explanation given appears inconsistent with injury.

Notes behaviours or actions, which give rise to suspicions that a child may have suffered abuse (may include worrying drawings or play);

B. Is concerned that a child may be suffering from lack of care, ill treatment, or emotional maltreatment;

C. Has concerns that a child is presenting any signs or symptoms consistent with suspicion of child abuse or neglect;

D. Notes significant changes in a child's presentation otherwise unexplained;

E. Receives hints or a disclosure of abuse from the child, another pupil, parent or member of the public;

Must immediately report this to one of the designated safeguarding leads by completing an incident/concern report form (which is signed and dated by a member of staff of Si Sports) and handed to the safeguarding lead or the deputy.

All staff at Si Sports must remember that;

- All staff have a responsibility to share information about the protection of children with the designated safeguarding leads and other professionals (with parental consent).
- All staff are made aware that any information sharing about children and families should only be within a professional context.
- Always listen to and take seriously any disclosure of abuse. Keep questions to a minimum, only asking these to clarify information or to assist the child who is finding it difficult to talk. Any questions should be 'open' i.e. not have the answer embedded in the question e.g. 'Can you tell me what happened' rather than 'Did x hit you?'.
- Do not interrogate the child. Do not make the child repeat it all to another person.
- Try not to show signs of shock, horror or surprise.
- Do not express your feelings or any judgements regarding the alleged abuser.

- **If a child confides in you and requests that the information is kept secret, it is important that you tell the child sensitively that you have a responsibility to refer the information to the designated teacher in order to protect the child from further abuse.**

ON NO ACCOUNT SHOULD THE CHILD BE PROMISED ABSOLUTE CONFIDENTIALITY.

- Reassure and support the child, as far as possible, that only those who 'need to know' in order to protect them will be told. Explain what will happen next and try to ensure that the child is involved as far as possible and appropriate.

Allegations of abuse made against a member of staff

All children will be listened to and taken seriously whenever making an allegation of a child protection nature, irrespective of the person they are making the allegation about. We acknowledge that this is particularly difficult when the subject of the allegation is a colleague and/or friend. On no account, however, should the person listening to the allegation offer an alternative explanation or blame the child.

Children who go missing

When a child who is on the child protection register 'goes missing' or is significantly absent the designated teacher will immediately inform Children's Services. When other children go missing or change school and information is not available regarding the receiving school, the school will immediately inform the Education Social Work Service, who will take appropriate action to trace the child. Si Sports who work the children outside of school must keep the schools informed of any child that goes missing or intends to do such a thing.

Support for Staff

Child protection work can be difficult, distressing and extremely stressful. Staff from Si Sports who become involved in this area of work will therefore often need support and a 'listening ear'. Staff will be supported by The Headteacher in turn with Si Sports and external help will be given if needed.

Review of Policy

Si Sports will continue to monitor our Child Protection policy, and this will be done on an annual basis. If guidance from the government or such laws is introduced outside this timeline, Si Sports will ensure the policy is updated immediately.

Next Review date: October 2025