

Fight4Change

Safeguarding Policy

Contents

1. Introduction	2
2. What is safeguarding	3
3. Definition of abuse and neglect	4, 5
4. Recognising Signs of Abuse and Neglect	6, 7, 8
5. Early Help	9
6. Early help assessment	10
7. Multi Agency Threshold guide	11
8. Referral Assessment	11, 12, 13, 14
9. Allegation against staff or volunteers	15, 16
10. England Boxing	17
11. Responsibilities of individuals	18, 19
12. Safer recruitment	19
13. Induction Supervision and training	20, 21
14. Whistle Blowing	22,
15. Legislative context and support guidance	22, 23
16. Minimum requirements	23

1. Introduction

This policy provides guidance for all Fight4change staff, Members and individuals, volunteers, consultants, Trustees and agencies contracted by Fight4change who may come across concerns regarding the “safeguarding” and protection of children, young people and adults at risk within the context of their work.

This includes all staff, volunteers and trustees working at all fight4change sessions whether that is based at their home venue Black prince Trust or any other settings including:-

- Schools
- Community
- Estate Based work
- Leisure Facilities
- Black prince trust
- Boxing club
- Parks and open Spaces
- Day Trips
- Overnight stays
- Sporting or cultural events
- Any Co-curricular activities associated with Fight4change.
- Welfare checks/ House Calls

Fight4change need to be aware of how their staff interacts with children and with adults at risk, providing appropriate training on safe working practices and on creating safe environments. Staff should be alert to any indications that a child or adult at risk may need to be safeguarded from harm and know who to contact if they have concerns. Everyone has a responsibility to safeguard the welfare of children, young people and adults at risk, whatever the role of the individual.

For this policy to be effective it is essential that each person working for fight4change in any setting has an applied understanding of what safeguarding means, knows that safeguarding is everyone’s responsibility, knows the signs and symptoms of potential harm, how to access safeguarding information, how to report safeguarding concerns, advice and guidance, and is committed to making an informed contribution to safeguard children, young people and adults at risk.

These procedures exist alongside:-

- **Fight4change Code of Conduct for adults working with young people and Adults at risk.**
- **Fight4change Aggressive behaviour policy**
- **Fight4change lone working policy**
- **Safer Recruitment policy**

2. What is Safeguarding?

Safeguarding and promoting the welfare of children is defined, as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes

Children, young people and adults at risk

Child/ Young Person

The definition of a child and/or young person for the purpose of this document is anyone under the age of 18 years.

It should be noted that 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 for children and young people, does not change his or her status or entitlement to services or protection under the Children Act 1989.

Fight4changes core age range is for children and young people aged 8 to 18 (or up to age 25 for disabled young people).

Adult at risk

Fight4change also provide a service for adults and have a responsibility to safeguard adults at risk. Safeguarding adults is about people and organisations working together to stop the abuse or neglect of adults who are unable to protect themselves. It also means making sure that the adult's wellbeing is promoted with regard to their views, wishes, feelings and beliefs.

Safeguarding arrangements concern any adult aged 18 or over whom:

- has care and support needs (regardless of whether or not they're receiving any help with meeting their needs) and
- is experiencing, or is at risk of, abuse or neglect and
- is unable to protect themselves because of their care and support needs

Care and support needs

An adult with care and support needs may be:

- an older person
- a person with a physical disability, a learning disability, or a sensory impairment
- a person with mental health needs, including dementia or a personality disorder
- a person with a long-term health condition
- a person who misuses substances or alcohol to the extent that it affects their ability to manage day to day
- people who are victims of domestic abuse, sexual exploitation and modern slavery

There can be other care and support needs that apply.

3. Definitions of abuse and neglect

The definitions of abuse and neglect that follow are taken from Working together to safeguard children 2018

Abuse is 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 (e.g. via the internet). They may be abused by an adult or adults, or another child or children.

Physical Abuse is 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.

Emotional Abuse is 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.

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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

'Sexting'

- Creating and sharing sexual photos and videos of under-18s is illegal. Sharing youth produced sexual imagery, which is commonly known as 'sexting' covers the incidents 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 such an incident involving youth produced sexual imagery comes (For example explicit or naked photo's of young people taken by young people) to a member of staff's attention, this will be shared with the designated safeguarding lead with a view to referring to appropriate agencies following the referral procedures. **Further information and advice on youth produced sexual**

imagery is available in the non-statutory guidance produced by the UK Council for Child Internet Safety (UKCCIS) 'Sexting in schools and colleges'. <https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>

Neglect is 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:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.
- failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life such as medication, adequate nutrition, and heating

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

Other forms of abuse include:

Domestic Abuse: Witnessing domestic abuse is child abuse, and teenagers can suffer domestic abuse in their relationships.

Online Abuse: any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones.

Child sexual exploitation: is a type of sexual abuse in which children are sexually exploited for money, power or status.

Female genital mutilation (FGM): is the partial or total removal of external female genitalia for non-medical reasons.

Bullying and cyberbullying: Bullying can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Child trafficking: is a type of abuse where children are recruited, moved or transported and then exploited, forced to work or sold.

Grooming: Children and young people can be groomed online or in the real world; by a stranger or by someone they know - for example a family member, friend or professional.

Harmful sexual behavior: Children and young people who develop harmful sexual behavior harm themselves and others.

Discriminatory abuse – including racist, sexist, that based on a person's disability and other forms of harassment, slurs or similar treatment.

Institutional abuse, neglect and poor professional practice - This may take the form of isolated incidents of poor or unsatisfactory professional practice at one end of the spectrum, through to pervasive ill treatment or gross misconduct at the other.

Radicalisation

Radicalisation is when someone starts to believe or support extreme views. They could be pressured to do things illegal by someone else.

Further information about forms of abuse and neglect are available from the NSPCC website and the Lambeth Safeguarding Children partnership website.

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

<https://www.lambethsaferchildren.org.uk/>

<https://safeguarding.southwark.gov.uk/>

<https://actearly.uk/>

4. Recognising signs of abuse in children at different stages of child development

All Fight4change staff and volunteers need to be vigilant to possible indicators of abuse and neglect. If you're worried that a child is being abused, watch out for any unusual behaviour.

Indicators of abuse include, but are not limited to, those listed below.

Signs that a child or young person is at risk that are sometimes seen in Sport and Youth settings:

- Extremely challenging behaviour (where the child replicates abusive or violent behavior through their play, eg in role play, fantasy play or socio-dramatic play. This can be an indicator that the child has been on the receiving end of this behavior themselves.
- Difficulties interacting with other children/staff or responding to play cues, where the child persistently misreads or responds in a negative way to other children, e.g. persistently destroying or disrupting other children's play. This can be indicative of low resilience linked with emotional abuse.
- Excessive risk taking behaviours in play, e.g. we would have concerns where the child is either unable to make reasonable judgements about risk for themselves or engages in extreme levels of risk taking that could be a cry for help or an attempt at self-harm
- Play behaviors that are inconsistent with the age range of the child, e.g. younger children exhibiting adolescent behaviours
- Attempting to bring drugs, alcohol or weapons onsite (please remove these from the child and report immediately)
- Aggressive, evasive or inappropriate behaviour by parents when they are dropping off or collecting, either towards children or towards our staff, e.g. shouting, humiliating, violence, threats, being under the influence of drugs or alcohol, very sexualised clothing, failing to respond or engage about concerns about the child's welfare
- Disclosures from parents, e.g. that they are experiencing domestic violence, mental health problems, drug or alcohol problems, that they have concerns about their child or that our staff are unable to contact parents or get them to respond to concerns in a timely way
- Unexplained disappearance or absences.

Please be aware that in some cases we may be the only professionals who are in regular contact with a child or family, e.g. particularly in the case where a child is being home schooled or is out of school due to moving home or exclusion. In these cases it is even more important to be alert and to report any concerns about the child's safety and wellbeing.

Signs and Symptoms of Physical Abuse

- Unexplained recurrent injuries or burns
- Improbable excuses or refusal to explain injuries
- Wearing clothes to cover injuries, even in hot weather
- Refusal to undress for gym
- Bald patches
- Chronic running away
- Fear of medical help or examination
- Self-destructive tendencies
- Aggression towards others
- Fear of physical contact - shrinking back if touched
- Admitting that they are punished, but the punishment is excessive (such as a child being beaten every night to 'make him study')
- Fear of suspected abuser being contacted

Signs and Symptoms of Emotional Abuse

- Physical, mental and emotional development lags
- Sudden speech disorders
- Continual self-deprecation ('I'm stupid, ugly, worthless, etc.')
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain ('I deserve this')
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression

Signs and Symptoms of Sexual Abuse

- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
- Medical problems such as chronic itching, pain in the genitals, venereal diseases
- Other extreme reactions, such as depression, self-mutilation, suicide attempts, running away, overdoses, anorexia
- Personality changes such as becoming insecure or clinging
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys
- Sudden loss of appetite or compulsive eating
- Being isolated or withdrawn
- Inability to concentrate
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a babysitter or child minder
- Starting to wet again, day or night/nightmares
- Become worried about clothing being removed
- Suddenly drawing sexually explicit pictures
- Trying to be 'ultra-good' or perfect; overreacting to criticism

Signs and Symptoms of Neglect

- Constant hunger
- Poor personal hygiene
- Constant tiredness

- Poor state of clothing
- Emaciation
- Untreated medical problems
- No social relationships
- Compulsive scavenging
- Destructive tendencies

Radicalisation

Radicalisation in children can happen over a long period of time. In some cases it is triggered by a specific incident or news item and can happen much quicker. Or they might change their behaviour and beliefs. Sometimes there are clear warning signs of radicalisation, in other cases the changes are less obvious. The following behaviors listed here are intended as a guide to help you identify possible radicalisation.

Outward appearance

- Becoming increasingly argumentative
- Refusing to listen to different points of view
- Unwilling to engage with students who are different
- Becoming abusive to students who are different
- Embracing conspiracy theories
- Feeling persecuted
- Changing friends and appearance
- Distancing themselves from old friends
- No longer doing things they used to enjoy
- Converting to a new religion
- Being secretive and reluctant to discuss their whereabouts
- Sympathetic to extremist ideologies and groups

Online Behaviour

- Changing online identity
- Having more than one online identity
- Spending a lot of time online or on the phone
- Accessing extremist online content
- Joining or trying to join an extremist organisation

Whilst these signs do not necessarily mean that a child is being abused, they probably indicate that the child or family is having some problems which should be investigated.

Further information about signs and symptoms of abuse and neglect are available on the NSPCC website and the Lambeth Safeguarding Children partnership website.

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

<https://www.lambethsaferchildren.org.uk/>

5. Early help

Providing early help is more effective in promoting the welfare of children than reacting later. Early help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years. Early help can also prevent further problems arising.

Effective early help relies upon local organisations and agencies working together to:

- identify children and families who would benefit from early help
- undertake an assessment of the need for early help
- provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to improve the outcomes for the child.

Local authorities, under section 10 of the Children Act 2004, have a responsibility to promote inter-agency co-operation to improve the welfare of all children.

Identifying children and families who would benefit from early help

Fight4change should be vigilant and identify emerging problems and potential unmet needs of individual children and families and where necessary work with the Local authorities other organisations and agencies to develop joined-up early help services based on a clear understanding of local needs. This requires fight4change, to understand their role in identifying emerging problems and to share information with the local authority early help service to support early identification and assessment. Fight4change have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need.

Fight4change need to be aware of the new and emerging threats, including online abuse, grooming, sexual exploitation, child criminal exploitation and radicalisation. Fight4change should also continue to develop their understanding of domestic abuse, which includes controlling and coercive behaviour from perpetrators of domestic abuse, and the impact this has on children. To enable this Fight4change staff will attend regular safeguarding related training and workshops and networking groups identified by fight4chane DSL and provided by Lambeth local authority safeguarding Partnership board and other external providers.

Fight4change staff and volunteers should, in particular, be alert to the potential need for early help for a child who:

- is disabled and has specific additional needs
- has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home.
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care⁸
- is a privately fostered child⁹
- has a parent/carer in custody

It is important that Fight4change staff and volunteers are aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Only appropriately trained professionals should attempt to make a diagnosis of mental health problems any concerns of a mental health issue should be referred to the early help service.

6. Early help assessment:

If you notice a Child in need of early help Fight4change DSL will contact Lambeth or Southwark Council Early help team who include Early Intervention Social Workers and Early Help practitioners, NEET advisors, Educational Welfare Team, Employment Advisors and Early Help Team Managers.

Lambeth

Lambeth Community Early help
020 7926 9076

communityearlyhelp@lambeth.gov.uk

Fight4change will also need to fill out an online Common assessment framework form
<https://forms.lambeth.gov.uk/MULTI-AGENCY-REFERRAL-FORM/launch>

Southwark family early help

earlyhelp@southwark.gov.uk

0207 525 1922

<https://www.southwark.gov.uk/childcare-and-parenting/children-s-social-care/family-early-help-feh/family-early-help-feh-strategy>

For further guidance please see appendix 1 referral process flowchart and appendix 2 fight4change reporting chart

It should be undertaken with the agreement of the child and their parents or carers, involving the child and family as well as all the practitioners who are working with them. It should take account of the child's wishes and feelings wherever possible, their age, family circumstances and the wider community context in which they are living

In cases where agreement to an early help assessment cannot be obtained, fight4change DSL should consider how the needs of the child might be met. However, practitioners should still inform individuals that their data will be recorded and shared and the purpose explained to them. If at any time it is considered that the child may be a child in need, as defined in the Children Act 1989, or that the child has suffered significant harm or is likely to do so, a referral should be made immediately to local authority children's social care in this instance Lambeth's integrated referral hub or in serious and life threatening case dial 999 and contact the police.

7. Multi Agency Threshold Guide

The Local Authority Safeguarding Children Board have agreed with their relevant agencies the levels for the different types of assessment and services and have published a threshold document, which sets out the local criteria for action in a way that is transparent, accessible and easily understood. The threshold is the point at which a child or young person becomes eligible to access a particular level of service. (Threshold document appendix 3)

The Threshold Document includes.

- the process for the early help assessment and the type and level of early help services to be provided
- the criteria, including the level of need, for when a case should be referred to local authority children's social care for assessment and for statutory services under: • section 17 of the Children Act 1989 (children in need)
- clear procedures and processes for cases relating to: • the abuse, neglect and exploitation of children.
- children managed within the youth secure estate disabled children.

All staff will need to read and understand the attached Multi Agency Threshold Guide and the tiers of referral.

- **Tier 1:** No additional needs (needs met by universal services)
- **Tier 2:** Early help which meet the criteria for more formal targeted services delivered as part of the early help offer, in addition to provision and any additional support in universal services
- **Tier 3:** Children with complex multiple needs which meet the threshold for social work assessment and support under Section 17 Children Act 1989 (children in need), in addition to provision in universal settings and by targeted services
- **Tier 4:** Children in acute need which meet the threshold for statutory child protection by social work teams delivered under Section 47 Children Act 1989, in addition to provision in universal settings and by targeted services

8. Referral and Assessment.

Lambeth

Tier	Assessment	Process
1	Universal services	No Referral Process
2	Targeted early help services	An early Help referral form is required
3	Children in Need	A MARF Interagency Referral Form should be completed
4	Child Protection	Refer to Lambeth Integrated referral hub (IRH)

Southwark

Tier	Assessment	Process
1	Universal services	No Referral Process
2	Targeted early help services	An early Help referral form is required
3	Children in Need	A MASH Interagency Referral Form should be completed
4	Child Protection	Refer to MASH

Tier 1- No referral is required.

Needs are met within single agencies. Children, young people and families should access **universal services** as required. In addition to this, universal services should recognise those children, young people and families that require low-level additional support that can be provided within the community to prevent needs from escalating.

Tier 2 needs- Targeted early help services- An Early Help Referral Form is required

The Early Help Referral Form should be completed with the child and family to identify their strengths and needs, and to gain targeted support from multi-agency Early Help services. It should be sent to communityearlyhelp@lambeth.gov.uk for children with a Lambeth postcode and a Southwark early help report form for children with a Southwark postcode should be sent to earlyhelp@southwark.gov.uk. If you are unable to gain parental consent a referral can still be made to the early help team, but as the referrer you are required to set out your professional reasons why the referral should be progressed without consent. Key early help services that may provide support at this level include

- Early help service (includes parenting, education welfare, education psychology, family support, SEN support, CAMHS early intervention)
- Specialist family focus team (includes parenting)
- Team around the family interventions led by other agencies
- A range of commissioned services, for example speech and language therapy, HomeStart

Tier 3 needs Children in need- A MARF/ MASH Multi Agency Referral Form should be completed.

The referral form should be completed with the child to identify their strengths and needs and to gain specialist support from children's social care. It is anticipated that in most cases a referral will be made for a level 3 response.

Upon receipt of the referral, the duty team in the IRH/MASH will review it within one working day in line with the thresholds laid out in this document. If it meets the level 3 threshold, it will proceed to single assessment, led by a social worker. This will be preceded by multi-agency information sharing within IRH/MASH.

Lambeth Tier 3 Contacts

A MARF Multi Agency Referral Form should be completed and sent to **helpandprotection@lambeth.gov.uk**. An informal social care consultation is available with the social worker at the integrated referral hub (IRH). The IRH is open during office hours and can be contacted on **020 7926 3100**.

Southwark Tier 3 Contacts

A MASH Interagency Referral Form should be completed and sent to **MASH@southwark.gov.uk** . An informal social care consultation is available with the social worker in MASH on request. The MASH is open during office hours and can be contacted on **020 7525 1921**.

Tier 4 needs Child protection- referral to IRH/ MASH

If an agency identifies a child thought to have suffered or be at risk of significant harm, a referral to IRH should be made immediately by:

Lambeth

- Telephone 020 7926 3100
- helpandprotection@lambeth.gov.uk where possible with a completed Referral Form.
- In an emergency, the agency should call 999 and ask for a Police response.

Southwark

- Telephone 020 7525 1921
- Email mash@southwark.gov.uk where possible with a completed MASH Interagency referral Form.
- In an emergency, the agency should call 999 and ask for a Police response.

For further and more in-depth information regarding Lambeth and Southwark's threshold document please go to:-

<https://www.lambethscb.org.uk/professionals/thresholds>
<https://www.lambethscb.org.uk/sites/default/files/2018-01/Theshold%20chart%20final%20-%20sided%20A4.pdf>
http://southwark.proceduresonline.com/client_supplied/app_1_mash_ref.docx

All staff must read and understand this document.

Referral Assessment.

Where specific concerns about a child's safety, welfare or wellbeing arise, staff members at an organisation or club should ensure they:

- Listen to the child, Parent/Carer (or other informant), reassure but do not quiz them, ask open-ended questions. For example, "How did that happen?", "Who was there?", "Where did that happen?"
- Do not physically examine children
- Ensure that any further discussion is moved to a professional and child free environment i.e. do not conduct discussions over a child's head!
- Tell the informant that you will need to share this information with the Designated Safeguarding Co-ordinator at your organisation
- Make notes about what has been said, noticed or witnessed

Ensure your notes include the following information:

1. Date and time of incident / observation
2. Brief details of what was discussed or observed. (as far as possible, the actual words used in conversation should be recorded)
3. Name and contact details for people involved where possible
4. Staff member's name, signature and date.

Then inform your line manager and DSL within 24 hours, via email or phone call, about these concerns. Your line manager will then discuss this with the Designated Safeguarding lead for your organisation.

- The Designated Safeguarding Coordinator will contact one of the following depending on the threshold being met.:
 - 1) Early Help Team in Lambeth/Southwark
 - 2) Integrated Referral Hub (IRF) in Lambeth or MASH in Southwark
 - 3) LADO (Local Authority Designated Officer) Lambeth and Southwark
- Be discreet; speak only to those who 'need to know'. It is your responsibility to ensure any sensitive information around safeguarding children is kept confidential and only shared with the designated person.
- DO NOT talk with the child's parent/carer or the alleged abuser if concerns are of a sexual abuse nature or if to talk with the parent/carer would potentially place the child at further risk, i.e. if the parent is in a physically or mentally distressed state or is unable to provide safe care for the child.

If you believe there is an immediate risk to the child, other people within the centre or yourself, you should contact

the police on 999 immediately

The Threshold document gives guidance on the types of safeguarding that needs early help intervention and concerns that need referrals to the local authority social care or emergency services (Threshold document Appendix1)

Feedback should be given by local authority children's social care to the referrer on the decisions taken. Where appropriate, this feedback should include the reasons why a case may not meet the statutory threshold and offer suggestions for other sources of more suitable support. Practitioners should always follow up their concerns if they are not satisfied with the local authority children's social care response and should escalate their concerns. If practitioners have concerns that a child may be a potential victim of modern slavery or human trafficking then a referral should be made to the National Referral Mechanism¹², as soon as possible. This can be done via the Lambeth safeguarding referral process or contacting the modern slavery helpline

Modern Slavery Helpline

0800 0121 700 or [report it online](https://www.modernslaveryhelpline.org/report).

<https://www.modernslaveryhelpline.org/report>

The government guidelines regarding Modern Slavery are provided by clicking on the link below.

<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms>

9. Allegations against Staff or Volunteers

All allegations where there is risk of harm to a child made against staff in a position of trust with children whether made about an incident in their personal or work life need to be referred to the designated officer formerly known as the Local Authority Officer (LADO) Fight4change Designated safeguarding lead (DSL) should follow the below referral process.

An allegations referral form must be filled in for every case where it is alleged that a person working with children has:-

- Behaved in a way that has harmed or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates they would pose a risk of harm to children.

To make a referral contact:-

Lambeth

- LADO- Andrew Zachariades 0207 9264679- 07720820700 to discuss your referral
- Download the Allegations referral form
- Complete form with as much details as possible
- Email the completed form to LADO@lambeth.gov.uk
helpandprotection@lambeth.gov.uk

Southwark

In Southwark the LADO role is based within the Quality Assurance Unit.

- QAU duty number 020 7525 3297
- QAU service manager (LADO) 020 7525 0689
- Head of social work improvement and quality assurance 020 7525 0387
- Eva.Simcock@southwark.gov.uk

Referral process for Safeguarding Adults

If fight4change staff are concerned about a person who is over the age of 18, that have care and support needs and staff members feel they are being abused or at risk of being abused from another person they should make a record and report concerns to fight4change DSL.

About an adult at risk

Professional line: 020 7926 5555 (24 hours)

Public line: 020 7926 5555 (24 hours)

Form: [Report neglect or abuse of an adult](#)

Safeguarding Adults at Risk

1. Who to contact

If you think someone is being abused or someone is abusing you, you can:

- Make a record of your observations and include the following:
 1. Date and time of incident / observation
 2. Brief details of what was discussed or observed. (as far as possible, the actual words used in conversation should be recorded)
 3. Name and contact details for people involved where possible
 4. Staff member's name, signature and date.

Then inform your line manager and DSL of your concerns within 24 hours via email or phone call.

If the abuse is also a crime, such as physical assault, rape or theft, you should inform the police.

- Dial 101 to speak to your local police station in a non-emergency.
- In an emergency always dial 999.
- If you have had to make an emergency referral, tell your line manager, who will then discuss this with the designated Safeguarding lead as soon as possible.

Fight4change designated safeguarding lead will report a concern about an adult with care and support needs who is experiencing or is at risk of abuse or neglect to Lambeth and Southwark Adult Social Care. This will be reported in the following ways:

Lambeth adult Social Care

During office hours (9.00am-5.00pm Monday-Friday) phone: [020 7926 5555](tel:02079265555) Outside office hours phone: [020 7926 5555](tel:02079265555)

If residents are in Lambeth and would like support and advice relating to Domestic Abuse or any form of gender-based violence, please contact the Gaia Centre on: 020 7733 8724 or email lambethvawg@refuge.org.uk

Southwark

Southwark Adult Social Care will be reported in the following ways:

- For older people and adults with a physical disability, including older people with a mental illness or impairment (if aged over 65):
OPPDContaktteam@southwark.gov.uk 020 7525 3324
- For adults with a mental illness or impairment (aged 18-65):
MHContact@southwark.gov.uk
020 7525 0088
- For adults with a learning disability or living with autism:
LearningDisabilitiesDuty@southwark.gov.uk 020 7525 2333

10. England Boxing

Fight4change also follow England Boxing safeguarding policy and reporting process. Fight4change will also adopt England Boxing's additional guidance on

- Changing room guidelines for clubs
- Safe travel
- Transporting children
- Hiring transport
- Child protection officer at events
- Managing challenging behaviour
- Positions and breaches of trust
- Appropriate communication guidance
- Positions and breaches of trust
- Video and photography at events

<https://www.englishboxing.org/clubs/child-protection-and-safeguarding/policies-and-procedures/>

England Boxing safeguarding lead
Gordon Valentine on 07590 600001
gordon.valentine@www.englishboxing.org

The England boxing safeguarding lead should be notified of any safeguarding referrals at the same time as referring to the IRH or LADO. England boxing safeguarding lead does not need to be notified if a referral is made to the early help team unless the referral escalates to Tier 3 and Lambeth IRH

England boxing policy also covers topics specifically related to boxing that fight4change strongly uphold these include:-

Inappropriate training

This is a form of abuse and involves any activity in which an adult forces or encourages physical training at a level which is too intense and fatiguing for a child or young person. In boxing this can take many forms including too frequent, hard competitive sparring, endurance or stamina training; such as over-long runs, or distance runs at a pace that causes extreme fatigue and distress. There is the risk of over exertion during gym work, which could involve inappropriate levels of training in excess of a child's natural capacity, or with a frequency that is inappropriate for their age and physical development.

Favouritism

It is tempting to lavish praise and attention on young athletes who appear to be developing quickly and showing talent. It is wrong however to do this in a way that undermines other athletes in the group or makes anyone feel inferior. It is important to give proportionate attention to all children and young people under the control and supervision of an adult.

Mismatching opponents

Guidance within the rules for the matching of children and young people is extensive. It should be noted that such infringements of these rules can on many occasions constitute abuse and shall be dealt with under this Policy and through discipline procedures. Guidance

for matching can be found in the England Boxing Club Boxing Guidelines, which are available on the

Video and film

The filming of children must be controlled and only carried out for a proper purpose and with the correct authority – in boxing authority is granted by those who issue tournament permits. Such activity should never be carried out within changing rooms, even under permit. For more information, see the parental consent form for photography, which is available on the England Boxing website. All professional photographers must be correctly registered with EB and be in possession of a current England Boxing Photographic License –at a tournament it is the Official in Charge’s responsibility to ensure this clause is adhered to. Video recording is acknowledged as a legitimate coaching aid. However, if it is to be used you should ensure that written parental consent has been obtained. Such films must be stored securely and handed to the child or parent or destroyed once their use is no longer justified

11. Responsibilities of Individuals

Fight4change Policy and procedures are available to all staff, students and volunteers and the public.

Fight4change Staff do not have statutory duties or powers under the Children’s Act to carry out investigations into suspicions or allegations of abuse – our role is to identify and report any concerns about the children and young people that we work with.

All staff and volunteers at Fight4change have a duty to report concerns so that the agencies powered with investigative responsibility can do so.

Any staff worried about repercussions from reporting an allegation from parents/guardians adults or young people, specifically if this is in an aggressive or confrontational manor are advised to follow the appropriate policy in place to deal with this behaviour for example the centres aggressive behaviour policy and lone working policy but all staff must remember safeguarding is to put the safety and care of a child first.

All of Fight4change staff will receive regular training in safeguarding children and adults at risk and are familiar with their key responsibilities including:

- Being aware of the safeguarding children and adults at risk procedure and to follow it when concerns arise – including the procedure to be followed should an allegation be made against a member of staff.
- Being alert to possible signs of abuse, neglect, or other concerns for a child and adult ‘at risk’ related to welfare and or wellbeing,
- Through access control, observation, and vigilance, will provide a safe environment for children and adults at risk to enjoy their activity.
- Establishing and maintaining professional relationships with children, parents, adults at risk, and their families
- Adopting consistent safe work practices around children, their parents, adults at risk, and families.

Such training will be provided during induction and on an annual basis as a refresher and for good practice.

Rebecca Donnelly will act as the designated person with overall responsibility for safeguarding and child protection with in fight4change their responsibility involves:-

- Make sure all staff are aware of how to raise safeguarding concerns
- Ensure safeguarding children and adults at risk is integrated into all key activities within the unit.
- Ensure all staff understand the symptoms of child abuse and neglect
- Act as a key point of contact within the team for all sport and physical activity safeguarding concerns regarding young people and adults at risk.
- Be a key point of contact for liaising with key agencies, oversee referrals of any concerns to social care (or the appropriate agency, eg IRH, MASH, CAMHS, LADO or call the police)
- Develop a strategy for staff team training, professional development, and support.

There will also be a deputy safeguarding officer Chloe Newman the role of the Deputy Designated Safeguarding Officers is to:

- Refer any concerns to social care (or the appropriate agency, e.g. IRH, CAMHS, LADO or call the police)
- Monitor children who are the subject of child protection plans
- Inform the Designated Safeguarding lead for the organisation, of all referrals and any developments relating to children who are subject to child protection plans
- Assist with record keeping, ensuring that staff are familiar with the signs of abuse and neglect and know how to raise safeguarding concerns and staff training.

12. Safer Recruitment

Fight4change uses Safer Recruitment set out in our Safer Recruitment Policy to recruit all staff and volunteers, along with our Equal Opportunities policy.

Fight4change is a registered Body with the Disclosure & Barring Service (DBS) so can therefore process standard and enhanced DBS checks. An enhanced DBS check is required for any role which involves supervision of children, coaching children, or working with children or adults at risk or safeguarding lead.

All employment with Fight4change is subject to a thorough selection process, evidence of identification, qualifications and training, confirmation on positive outcomes of DBS check, and at least two references.

All staff and volunteers:

- Are required to complete the Fight4change Recruitment Application Form, which includes a self-disclosure declaration of any criminal offences, cautions or pending cases.
- Must attend a face-to-face interview with a minimum of 2 senior staff.
- Are required to provide 2 referees including their current or most recent line manager.
- Must undertake an enhanced DBS check, prior to starting work/ volunteering and once every three years thereafter, and provide 2 forms of photo ID.
- Are required to undertake induction, including induction in Safeguarding Policy and Procedures, prior to starting work or volunteering.

- All staff must Sign an annual DBS self declaration form in-between the recommended 3 year DBS renewal

Are required to attend supervision with their line manager, including supervision on safeguarding issues, this includes volunteers.

Fight4change will:


- Make clear its commitment to safer recruitment in all Job Packs.
- Ensure that all staff, volunteers and trustees have a clear job description and person specification for their post, including a description of the post holder's safeguarding responsibilities.
- Ensure that 2 references are provided for all new staff, volunteers and trustees, using SPS's reference request form.
- Pay for all staff, volunteer DBS checks.
- Provide induction, training and supervision for all staff and volunteers, including training in safeguarding.
- Ensure that a senior manager receives safer recruitment training and that this is refreshed whenever the law is updated.

13. Induction, Supervision and Training

Fight4change approach to staff development and training in relation to safeguarding is set out in the learning strategy below.

The strategy sets aside recommended learning that individuals should attend relating to their involvement and contact with young people recommended by Lambeth Safeguarding Children's partnership.


<https://www.lambethsaferchildren.org.uk/training>



Level 1

Introductory courses that cover basic safeguarding content. You will gain knowledge on what safeguarding is and explore how to recognise signs and symptoms of abuse and neglect and also how to report your concerns.

Suitable for: Anyone who comes into contact with children and young people and need an introduction to safeguarding. For e.g. GP Receptionist, volunteers and local authority staff



Level 2

Intermediate courses that covers Level 1 topics in detail as well as outlining what steps are taken after a concern has been expressed. These are usually suited for those that have a 'duty of care' towards children.

Suitable for: Those working with children whose role requires more advanced knowledge and skills in safeguarding. For example: youth workers, teachers, social workers and early years practitioners.



Level 3

Advanced safeguarding courses that provide relevant information and guidance for those who are in a position of management or responsible for making key decisions with regards to safeguarding in their organisation

Suitable for: Designated safeguarding officers, nursery managers, GP's, headteachers, local authority staff and community and voluntary organisation leads.



Level 4

The LSCP also includes bespoke training and recommended training from safeguarding practice reviews, national reviews and learning practice reports. These are Level 4 courses that are suitable for safeguarding champions that will ensure the learning is cascaded in their organisations.

In terms of fight4change staff and their management team the DSL will identify who needs to attend what level of training depending on the staff job role and contact with Children. The minimum requirement for staff delivering sessions at Fight4change is a safeguarding Level 2 qualification.

The DSL and Fight4change CEO will also liaise with staff to identify additional training courses to further support their safeguarding needs for example courses such as **County lines, gangs, and young people training. Lambeth safeguarding children at risk of extreme and radicalisation training, working with survivors of female genital mutation (FGM).** Courses are run through Lambeth Safeguarding children partnership NSPCC and other external agencies.

<https://www.lambethsaferchildren.org.uk/training-programme>

<https://learning.nspcc.org.uk/training>

- Fight4change staff and volunteers undertake induction; prior to starting in their roles that includes information, a briefing and a copy of Fight4change Safeguarding policy and procedures.
- The DSL and Fight4change CEO keeps a record of who has undertaken internal induction and training, read and understood the safeguarding policy.
- Fight4change organises regular in house training refresher sessions on Safeguarding at least once per year for all staff and regular volunteers.
- Fight4change staff are also encouraged and supported through paid time off to attend external training in safeguarding.

14. Whistleblowing Policy

Fight4change will not tolerate harassment or victimisation and will take action as is necessary to protect employees when they raise concerns in the public interest under this **Procedure**. As a first step, you should raise any concern you have with your immediate manager or their superior, orally or in writing. If staff feel their concern isn't being dealt with in the appropriate way they should contact the NSPCC whistleblowing advice line

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

You should contact the Whistleblowing Advice Line if:

- Your organisation doesn't have clear safeguarding procedures to follow
- you think your concern won't be dealt with properly or may be covered-up
- you've raised a concern but it hasn't been acted upon
- you're worried about being treated unfairly.

You can contact the NSPCC whistleblowing about an incident that happened in the past, is happening now or you believe may happen in the future.

Call 0800 028 0285

Email help@nspcc.org.uk

15. Legislative context and supporting guidance

This policy has been drawn up in accordance with:-

- UN Convention on the Rights of the Child 1989, including the child's right to play and the rights to such protection and care as is necessary for the child's wellbeing and for protection from all forms of violence, abuse, maltreatment or neglect.
- The Children Acts 1989 and 2004 provide the legal framework for the care and protection of children and young people, and also for open access play provision, in England.
- The guidance document *Working Together to Safeguard Children* 2018, provides specific and detailed advice about managing child protection.
- Our procedures follow the guidance outlined in 'Every Child Matters - What to do if you're Worried a Child is being Abused' document (DCSF, 2006)
- and *Working Together to Safeguard Children* 2018
www.gov.uk/government/publications/working-together-to-safeguard-children--2

- We respect confidentiality of the children, families and staff that we work with, but we share information on a need to know basis. Advice on information sharing is set out in *Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers*, Department for Education, 2018 which all safeguarding staff are required to read.
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_service_s.pdf
- The Lambeth Safeguarding children board multi agency threshold guide
<https://www.lambethsab.org.uk/children/professionals/thresholds>
- England boxing safeguarding policy and procedures
<https://www.englandboxing.org/clubs/child-protection-and-safeguarding/policies-and-procedures/>

Other relevant legislation and guidance includes:

- Uk Data protection act 2018 2021 update
- Human Rights Act 1998
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Department of education and Department of Health (2015) special educational needs and disability code of practice: SEND Code of practice: 0-25 years, statutory guidance for organisations that work with children and young people with SEN or disabilities
- UK Council for Child Internet Safety (UKCCIS) 'Sexting in schools and colleges'.
- Lambeth early help tool kit

16. Minimum Requirements

Fight4change will support safeguarding work by ensuring all staff, Members and individuals, consultants and agencies contracted by Fight4change or hiring the boxing hall:

- understand their legal and moral responsibility to protect children, young people and adults at risk from harm, abuse and exploitation
- who work directly with children and young people or with adults at risk have at least a basic understanding of child protection and adult safeguarding as part of their training and induction
- Understand their duty to report concerns that arise about a child or young person or adult at risk, or a member of staff's conduct towards a child/young person or adult at risk.

Fight4change expects that all organisations and individuals will work within our safeguarding policy and procedures, as well as have their own policy and procedures in place. This document will be provided to all organisations and individuals, and will form part of any Service Level agreement for activities on behalf of fight4change.

Equally organisations hiring fight4change boxing hall for a regular or one-off event should have a duty of care towards all those attending, and will be required to sign that they adhere to fight4change safeguarding Policy and Procedures.

All outside organisations either commissioned by fight4change or hiring our facilities will have to meet our minimum requirement which is a set of criteria and evidence outlined below.

As a standard we expect organisations, clubs / individuals to demonstrate:

- The organisation, where relevant, is affiliated or registered to a reputable or professional governing body.
- That staff are suitably qualified or experienced to provide this service or activity stipulated in their application and have safeguarding training
- Staff and volunteers of the organisation or club have been vetted and cleared to work with children and adults at risk in accordance with the Disclosure & Barring Service (DBS) procedures. We recommend that as a measure of good practice, staff and volunteers should be re-checked every 3 years with the DBS.
- Organisers ensure an adequate number of suitably qualified persons are in attendance throughout the entire period of work / hire this includes the appropriate ratio of staff to young people.
- All groups and organisations to supply evidence of their safeguarding policy and procedures prior to booking.
- All groups and organisations to provide constitution/ memorandum or other appropriate organisational documentation.
- All groups to provide health and safety policy and appropriate insurance if relevant.
- It is the organisations, clubs, or individuals responsibility to report - in a written format - all incidents, accidents or safeguarding concerns occurring immediately (within 24 hours) to the facilities manager who will then report this accordingly.
- Partners should cc in Fight4change DSL of any safeguarding issues they report while working on a fight4change session.

Full criteria and evidence is provided in the Contracted, Commissioned or facility hire criteria appendix 4