



YO! STREET ZONE CIC SAFEGUARDING CHILDREN POLICY

Introduction:

YO! STREET ZONE CIC is a social enterprise with the vision to enrich and change lives through street football. YO! STREET ZONE works with children and young people and is run by dedicated paid workers and volunteers who serve the local community. YO! STREET ZONE works in partnership with schools, the local authority and community agencies, providing quality sports opportunities across Thanet, Kent and beyond.

Our work currently includes detached youth work, school sports clubs, weekly club sessions, targeted sessions, equipment hire, competitions, events, holiday clubs and trips with plans to develop further opportunities. All sessions emphasise positive core values through our behaviours and session content. We are dedicated to providing a safe and professional environment for the children and young people that we work with. YO! STREET ZONE is a Community Interest Company Limited by Guarantee and registered with Companies House.

The staff and volunteers of YO! STREET ZONE are dedicated and their contributions have helped the organisation become what it is today. The information laid out in this booklet aims to give all team members clarity and confidence in the work that they do, and the guidelines laid out will ensure a high standard of safety and protection for everyone.

YO! STREET ZONE CIC: Safeguarding Children Policy and Procedures

YO! STREET ZONE abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose:

YO! STREET ZONE will:

- Protect children and young people who receive YO STREET ZONE's services from harm.
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of YO! STREET ZONE, including paid staff, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Definitions:

In accordance with the Children Act 1989 and 2004, a child is any person who has not yet reached their 18th birthday. For the purpose of these procedures the reference to children therefore means 'children and young people' throughout.

Child Abuse: Children may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

What is Abuse and Neglect?

Physical abuse 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 children 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 the child's development 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 cyberbullying), 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 ill treatment to 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 penetrative (e.g. rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual images or watching sexual activities, or encouraging children to behave in sexually inappropriate ways, or grooming of 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.

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)
- ensure access to appropriate medical care or treatment

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

Recognising Abuse:

Child abuse occurs to children of both sexes and all ages, in all cultures, religions, and social classes and to children with and without disabilities. All staff and volunteers should be alert to signs that a child may be at risk of significant harm, which includes consideration of:

- identification of child abuse may be difficult; it normally requires both medical and social assessment.
- avoid making assumptions about a situation and ensure that a thorough assessment informs their judgement
- gather information in relation to an incident, including the explanation provided by parents/carers; any injuries sustained; medical advice or assessment sought by the family and whether there was any delay in this; inconsistency in information provided; and responses to the child be the parents/carers
- different types of child abuse may be present at the same time, e.g. a child who is being sexually abused may also be being physically abused. When enquiring into one type of abuse staff need to be alert to potential signs of other abuse.
- always listen carefully to the child – pay particular attention to any spontaneous statement. In the case of children without speech or with limited language, pay attention to their signing or other means of expression, including behaviour and play.
- any delay in seeking medical assistance or indeed none being sought at all, could be an indicator of abuse.
- beware if explanation of an accident is vague, lacking detail, is inconsistent with the injury, or varies with each telling.
- take note of inappropriate responses from parents or carers.
- observe the child's interaction with the parents – particularly wariness, fear or watchfulness.
- any history or patterns of unexplained injury/illness requires the most careful scrutiny. The fact that the parent/carer appears to be highly attentive and concerned should not divert attention from the assessment of risk.
- beware if the child's injury is inconsistent with the child's development and mobility.
- beware if there are indications of or a history of domestic violence. Violence towards adults may also indicate violence towards children and may be emotional abuse, if not physical.
- children who are being abused often do not say and tend to perceive themselves as deserving of ill treatment. This is particularly so for children who are being emotionally abused.

Safeguarding children: Safeguarding children is defined in [Working Together to Safeguard Children 2018](#) 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.
- taking action to enable all children to have the best outcomes.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

DBS checks:

An Enhanced DBS check is carried out on all contract, temporary and permanent staff. All volunteers are subject to the same check unless they are only working in non-regulated activities under supervision. Updated DBS checks are carried out on long-term staff and volunteers at a minimum frequency of 3 years. More details can be found in our Safer Recruitment Policy.

Training and Awareness:

YO! STREET ZONE will ensure an appropriate level of safeguarding training is available to its employees, volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

All staff and volunteers will receive induction training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure. Relevant training and support will be provided on an ongoing basis, and will cover information about their role, and opportunities for practising skills needed for the work.

Training on specific areas such as safeguarding children, identifying and reporting abuse, and confidentiality of personal information will be given as a priority to new staff and volunteers, and will be regularly reviewed.

Action to be taken if a child or young person discloses to you abuse by someone else:

If a child who is a service user approaches you about an issue of abuse, you must proceed with great caution.

The staff/volunteer Code of Conduct specifies that a staff member/ volunteer should not place him/herself in a situation where he/she is alone with a service user who is a child. However, it is possible that a service user will be unwilling to make disclosures of this nature in anything but a one-to-one situation. The service user's needs must take priority in this situation. Ask if the service user would like someone else to be present – an adult or a friend - but if he/she declines; proceed with the interview, taking extra care with your behaviour and body language.

Without stopping the child from disclosing, but if possible before the child goes into detail, explain the consequences of you knowing and the action you will take. Assure them that you will offer support but must pass any information to another professional who may take appropriate action. Explain that this may be the Designated Safeguarding Person and Social Care.

Keep calm and listen to the child - do not have physical contact at any time.
Allow the child to speak without interruption, accepting what is said.

Do not make judgements or offer opinion, and as soon as is practically possible make an accurate written record of what the child has said, being careful to use their own words as accurately as possible.

Explain again what will happen next. Find out when the child is next due to see the individual who is the subject of the complaint. (You will then be able to make a judgement as to the appropriate timing of your follow-up actions to ensure that the child remains safe.)

If the complaint concerns a situation not related to YO! STREET ZONE (e.g. at home or at school), refer the complaint directly to the Designated Safeguarding Person. Pass on all information disclosed to you by the child.

If the complaint concerns a YO! STREET ZONE staff member/volunteer, staff member or adult where the contact between that individual is a direct result of YO! STREET ZONE activity, immediately inform the Named Senior Officer who will then initiate the procedure.

Concerns about the welfare of a child, including the possibility of abuse or neglect, may also be raised by behaviour or other indicators noticed by a member of staff/volunteer, but not disclosed by the child. In these instances, it is equally important to take action, and these concerns should be raised and discussed with the Designated Safeguarding Person.

Procedures for dealing with suspected abuse by staff members/volunteers:

Allegations should be referred immediately to the Designated Safeguarding Lead (DSL) who will contact the Local Authority Designated Officer (LADO) to agree further action to be taken in respect of the child and staff member. In the event of allegations of abuse being made against the DSL, staff are advised that allegations should be reported to the next member of senior management who will contact the LADO.

Where managers are unsure how to respond to a concern about a member of staff, advice will be sought via the Local Authority Designated Officer (LADO) Enquiry Line and/or the Education Safeguarding Service (all contacts can be found at the bottom of this document).

All records of concerns will be kept confidential and will be held securely and retained and in compliance with safeguarding requirements, as well as the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR) and other relevant policies and procedures (for example HR/Personnel and data retention policies).

In all cases where concerns are reported against staff, once proceedings have been concluded, the DSL (and if they have been involved the LADO) will consider the facts and determine whether any lessons can be learned and if any improvements can be made.

When dealing with issues concerning abuse by an adult in a position of trust, directors/board members must remember that the welfare of the children participating in YO! STREET ZONE is paramount, but that we also have a responsibility to ensure that our staff & volunteers are treated fairly and with respect. This procedure is designed to meet both those objectives. The management committee or Board of Trustees should ensure that every member is fully aware of these procedures.

On receipt of a concern when an individual may have:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved in a way that indicates s/he may not be suitable to work with Children

The DSL will contact the LADO who will consider, with the DSL, the most appropriate way forward. It is essential that nothing is done to investigate the concern before contacting the LADO as this can contaminate evidence if a police investigation is deemed appropriate.

If the concern does not meet the above criteria but involves other inappropriate behaviour by the staff member/volunteer then this will be dealt with through the YO! STREET ZONE CIC Disciplinary Procedure.

It is also important to ensure that both the child and the alleged perpetrator receive appropriate support through this procedure. For the child this should in the first instance be provided by their parents/carers who may need some support to do this. The staff member/volunteer should be encouraged to get support from a union representative, friend, or another identified member of staff/volunteer.

Action to be taken if you receive an allegation about yourself:

Keep calm. Do not get involved in an argument which is likely to make the situation worse.

Immediately inform the DSL (contact details can be found at the bottom of this document). The quicker that action is taken to investigate the allegations, the sooner the situation will be resolved.

Record the facts as you understand them.

Ensure that no-one is placed in a position which could cause further compromise. Do not contact another agency involved with the child or young person concerned.

Confidentiality and Information Sharing:

YO! STREET ZONE expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or contact the police if they are in immediate danger, or a crime has been committed.

Recording and Record Keeping:

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Use of Mobile Phones and other Digital Technology:

All employees and volunteers should be aware regarding the use of mobile phones and any digital technology and understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

Participants will be instructed to store their phones away during sessions to ensure a focused and engaged environment.

Whistleblowing:

It is important that people within YO! STREET ZONE have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by YO! STREET ZONE to protect whistleblowers.

Further information can be found on the Kent Safeguarding Children Board website: <https://www.kscmp.org.uk/procedures>

Staff member/Volunteer Code of Conduct:

YO! STREET ZONE staff and volunteers are required to abide by the staff member/volunteer Code of Conduct and, as part of that Code of Conduct, are required to notify YO! STREET ZONE of any police record or other factor which may make that person unsuitable to work with children.

YO! STREET ZONE prides itself on promoting the core values of Perseverance, Respect, Courage, Self-Control, Gratitude, Trust and Honesty. It is important that all staff and representatives of the company promote these through behaviours and communication when on and off duty. All staff must adhere to the following code of conduct whilst being employed by YO! STREET ZONE or delivering sessions on a freelance, short-term contract or permanent basis.

It is important that both service users and staff members/volunteers can participate in the YO! STREET ZONE activities in a safe and secure environment.

This Code of Conduct has been developed for the protection of both service users and staff members/volunteers. To this end, YO! STREET ZONE expects all its staff members/volunteers to abide by this Code of Conduct.

Each staff member/volunteer:

Will abide by the guiding principles and rules of YO! STREET ZONE in all activities as the YO! STREET ZONE staff member/volunteer.

Will inform YO! STREET ZONE of any relevant police record or other factor, or any change in his/her circumstances, which may make him/her unsuitable either as a YO! STREET ZONE volunteer or for any particular YO! STREET ZONE activity.

Recognises that the role of the YO! STREET ZONE staff member/volunteer places him/her in a position of trust with regard to all children who are service users participating in YO! STREET ZONE programmes, the YO! STREET ZONE organisation, and to colleagues in the staff member/volunteer and staff network, and undertakes to uphold that trust at all times.

Undertakes to maintain, within the organisation's procedures, the confidentiality of any information relating to other staff member/volunteers, supporters, students or staff members made available to him/her in the course of the role as a YO! STREET ZONE staff member/volunteer.

Will not knowingly place him/herself in a situation where the staff member/ volunteer is alone with a child or young person and will endeavour to ensure, as far as possible, that there is another adult in attendance at any meetings.

Will ensure that any YO! STREET ZONE activities involving children outside the normal activities are agreed and approved by her/his line manager in advance.

Will not behave in any way, physically or verbally, that could be offensive.

Remembers at all times that interactions between him/herself and service users must be such that no reasonable person observing that interaction could construe its nature as abusive.

In addition:

- Staff must arrive on time to the required location of work
- Staff must come suitably equipped for the activity they are to deliver
- Staff must not be under the influence of drugs or alcohol at any point during working hours.
- Staff must wear the uniform provided by YO! STREET ZONE
- Staff must present a professional image of themselves and the company at all times.

If you follow these simple guidelines, YO! STREET ZONE staff, volunteers and service users will work confidently together in mutual respect.

I acknowledge receipt of the Safeguarding Policy **dated December 2023** and have read the contents.

Name:

Signature:

Important Contacts:

If a child may be at risk of **imminent harm**, you should call the **Integrated Front Door on 03000 411111** or the **Police on 999**

Designated Safeguarding Lead

Name: Yofi Yvorra

Email: info@yostreetzone.com

Telephone number: 07543 711917

Local Authority Designated Officer (LADO)

Telephone: 03000 410888

Email: kentchildrenslado@kent.gov.uk

Website: <https://www.kscmp.org.uk/procedures/local-authority-designated-officer-lado>

Education Safeguarding Service

Head of Service: Claire Ray - 03000 423 169

Website: <https://www.theeducationpeople.org/our-expertise/partner-providers/kent-county-council-providers/safeguarding/safeguarding-contacts/>

Education Safeguarding Service – Area Office (Thanet)

For advice on safeguarding issues

Telephone: 03000 423157

Integrated Front Door

03000 411111 (outside office hours 03000 419191)

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000