



Safeguarding & Child protection Policy

Author/Contact:	Rachael Smart Programme Director Rachael@Cheerathletics.uk
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Additional Contact	Jonathan Smart SPOC / Child protection officer jonathan@cheerathletics.uk Jules Darling Child Protection Officer jdarling@cheerathletics.uk

Introduction

Cheer Athletics Telford is totally committed to safeguarding and promoting the welfare of children. We recognise that this is the responsibility of everyone and we all, staff and visitors have an important role to play.

We fully understand the role we play in safeguarding the youngest and perhaps most vulnerable members of our community and how through good multi agency working we can help protect those too young to protect themselves.

We fully understand that as an academy we must have regard to current legislation when carrying our duties to safeguard and promote the welfare of children.

It is the role of the program director to ensure that the appropriate mechanisms are in place to assist staff/coaches to understand and discharge their roles and responsibilities as set out in current legislation with regard to safeguarding children.

We firmly believe that:

- All children have the right to be protected from harm
- Children need to feel safe and to be safe in our Academy

- We can contribute to the prevention of abuse including physical, sexual, emotional, neglect, bullying, extreme behaviours, discriminatory views and risk taking behaviour
- Children need support that matches their individual needs, including those who may have experienced abuse

Cheer Athletics Telford will fulfil responsibilities as laid out in the latest editions of the following documents:

- Working together to Safeguard Children (DfE)
- The Children Act
- The Education Act
- Dealing with Allegations of Abuse
- Prevent Duty
- Early Help Strategy

This policy will be reviewed regularly and may be revised and updated. For this reason, Cheer Athletics Telford will formally approve this policy on an annual basis and will ensure staff/coaches are made aware of these changes.

Overall aims:

This policy will contribute to the safeguarding of our athletes and promoting their welfare by:

- Clarifying standards of behaviour for staff/coaches and athletes
- Developing staff/coach awareness of the causes of abuse and alerting staff/coaches to signs and symptoms and ensuring staff/coaches know what to do if they suspect abuse
- Encouraging athletes and parental participation in practice
- Addressing concerns at the earliest possible stage and thereby reducing potential risks to athletes

This policy will contribute to the protection of athletes within our Academy by:

- Implementing child protection policy and procedures
- Working in partnership with children, parents and agencies
- Implementing safer recruitment practices

This policy will contribute to supporting our athletes by:

- Identifying and protecting the most vulnerable
- Identifying individual need where possible
- Designing plans to meet needs

To further support and protect our athletes we will:

- Create an atmosphere where all our children can feel secure, valued and listened to
- Recognise signs and symptoms of abuse at an early stage in line with the Early Help Strategy
- Respond quickly and effectively to cases of suspected abuse in all its forms
- Monitor and support children at risk

- Continue to raise children's awareness, build confidence and skills
- Work closely with parent/carers and support external agencies
- Ensure that all adults within our Academy who have access to children have been checked as to their suitability and are aware of our Children Protection Procedures via training.
- Encouraging self-esteem and appropriate self-assertiveness whilst not condoning aggression or bullying
- Promoting a caring, safe and positive environment within the Academy.
- Providing continuing support to a child about whom there have been concerns who leaves the Academy by ensuring that appropriate information is forwarded under confidential cover to the athletes' new Academy.

Key Messages

- Safeguarding and promoting the welfare of children is everyone's responsibility regardless of role or responsibility. This means they should consider, at all times, what is in the best interest of the child.
- Child abuse happens everywhere – **Notice things! Develop your 'professional curiosity'**
- If you have concerns about a child share **the concern with the Designated person, in person and at the earliest opportunity**
- Do not rely on emails, memo's or voicemail
- Always consider the worst case scenario
- We have a responsibility to report, record, monitor and support
- Know and follow the child protection procedures
- There will never be a convenient time but you must pass your concern on
- Keep accurate records

Key processes

All staff/coaches should be aware of the systems within the Academy which support safeguarding. This should include:

- Safeguarding policy to include Protecting Children from significant Harm
- Coach behaviour policy/Coaches contract
- Information about the role of the Relationship Manager

All staff/coaches must familiarise themselves with the context of these policies and seek further clarification if unsure.

West Midlands Police: 0845 113 5000

NSPCC Helpline: 0808 800 5000

Sport Cheer England – Marie-Claire Gane Safe Guarding Lead

scsafeguarding@gmail.com

Cheer Athletics Telford will:

- Ensure that all staff/coaches and visitors are familiar with, and have access to, this policy
- That Safeguarding is communicated to all staff/coaches
- Ensure that this document forms part of the induction process for new staff/coaches and that staff/coaches are asked to take responsibility for familiarising themselves with this policy
- Ensure that all staff/coaches are alert to the different types of abuse, signs and indicators of abuse
- Follow the procedures for Safer Recruitment with all staff/coaches and volunteers

The program director and child protection officer will be responsible for co-ordinating all child protection activity. Appropriate records must be kept and recorded.

Cheer Athletics Telford will ensure that all data about athletes and their families is handled in accordance with the requirements of the law, and any national and local guidance.

Any member of staff/coach who has access to sensitive information about an athlete or the athlete's family will take all reasonable steps to ensure that such information is only disclosed to those people who need to know in accordance with the Cheer Athletics Telford policy on Data protection. Staff/coaches must understand that concerns around not sharing data should not come before safeguarding a child.

Regardless of the duty of confidentiality, if any member of staff/coach has reason to believe that an athlete may be suffering harm, or may be at risk of harm, their duty is to forward this information without delay to the designated person.

Responding to concerns about a child

If you are concerned about a child, you must:

- Stay calm
- Do not communicate shock, anger or embarrassment
- Reassure the child, tell him/her you are pleased he/she is speaking to you
- Never enter into a pact of secrecy with the child. Assure her/him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why
- Tell him/her that you believe them. Children very rarely lie about abuse, but she/he may have tried to tell others and not been heard or believed
- Tell the child that it is not his/her fault
- Encourage the child to talk but do not ask 'leading questions' or press for information
- Listen and remember
- Check that you have understood correctly what the child is trying to tell you
- Praise the child for telling you. Communicate that she/he has a right to be safe and protected
- Do not tell the child that what he/she experienced is dirty, naughty or bad
- It is inappropriate to make any comments about the alleged offence.
- Be aware that the child may retract that he/she has told you. It is essential to record all you have heard

- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations
- Never take photographs of marks or ask a child to remove any clothing. Staff/coaches should always be aware of their own vulnerability and take steps to minimise risk.

Immediately afterwards

You must not deal with this yourself.

Clear indications or disclosure of abuse must be reported to the designated person.

You must report concerns to the right person and in person.

Athletes making a disclosure may do so with difficulty, having chosen carefully to whom they will speak. A disclosure may come in many forms. Listening to and supporting a child / young person who has been abused can be traumatic for the adults involved. Support for you will be available from your Head coach and relationship manager.

Responding to concerns about a child

1. Where Cheer Athletics Telford has concerns about a child, the relationship manager will decide what steps should be taken and should advise the Head Coach.
2. Child Protection Information will be dealt with in a confidential manner. Staff/coaches will be informed of relevant details only when the Relationship manager feels their having knowledge of a situation will improve their ability to deal with an individual child and / or family. A written record will be made of what information has been shared with whom, and when.
3. The Academy will ensure Child Protection records will be stored securely in a central place separate from other records. Files will be kept for at least the period which the child is attending the Academy, and beyond that, in line with current data legislation.
4. Access to these records by staff/coaches other than by the Relationship Manager will be restricted.
5. Parents will be aware of information held on their children and kept up to date regarding any concerns or developments by the Child Protection Officer.
6. **Do not disclose to a parent any information held on an athlete if this would put the child at risk of significant harm.**

Responding to allegations about a member of staff/Coach:

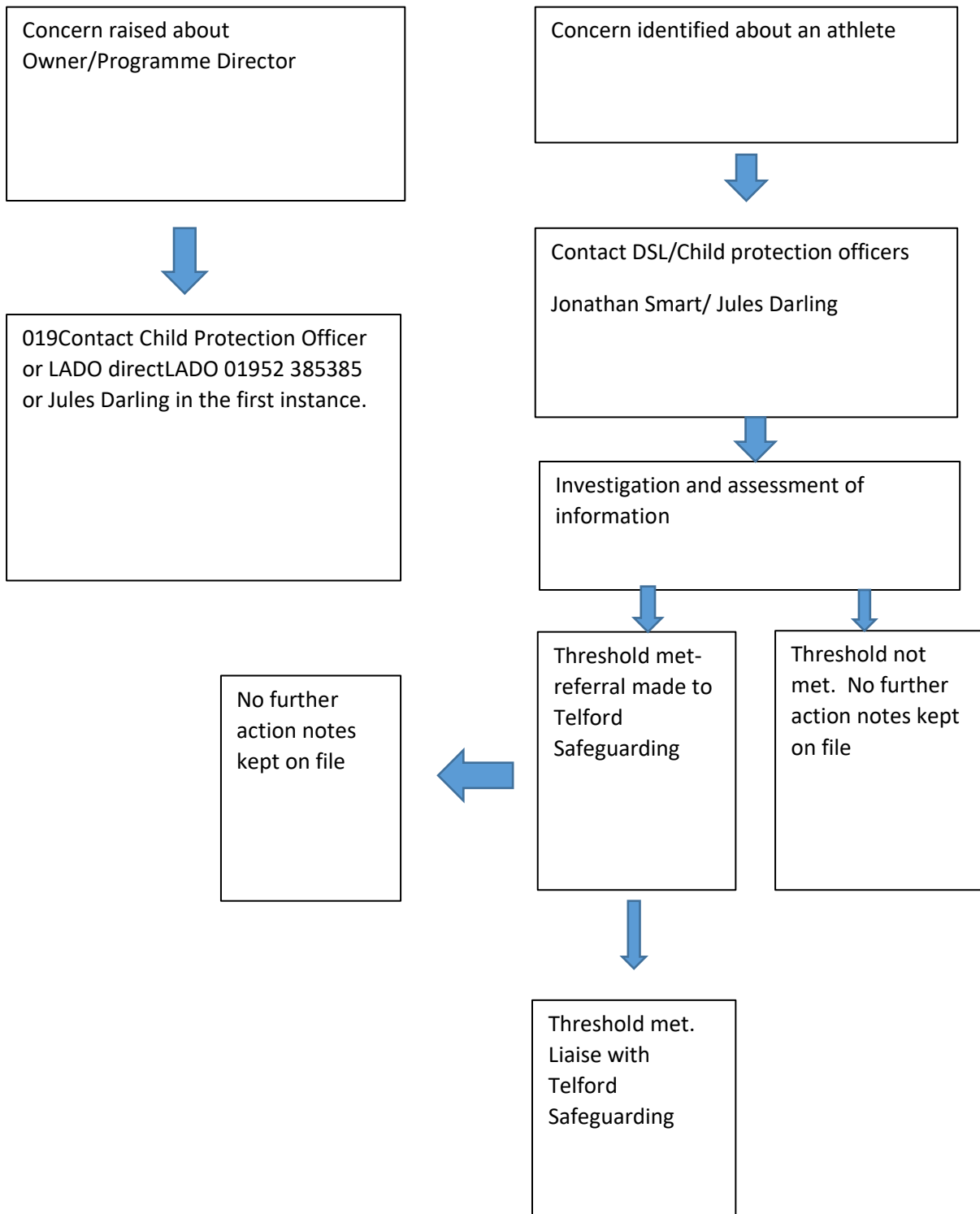
1. All child protection allegations relating to staff must be reported directly to the child protection officer.

2. The full evidence will be made available to the member of staff/coach subject of the allegation as soon as it is agreed appropriate within the ongoing needs of any investigation by the Police, Social Care Services, or by any disciplinary process.
3. In some cases, it may be necessary for the staff member/coach to be suspended whilst an investigation is carried out. It must be recognised that any decision to suspend is without prejudice and is not an indication of any proof or of any guilt.
4. All staff/coaches need to be aware of their vulnerability to allegations and must address their practice accordingly.

This Includes references to:

- Risk Assessment
- Use of letters, mobile phones, texts, emails and social networking sites
- Acceptable use of IT Policy/E-safety/Social media
- Behaviour policy / Coaches Contract
- Health and Safety Policy

5. Athletes cannot be expected to raise concerns in an environment where staff/coaches fail to do so. All staff/ coaches should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues. Staff/coaches should be aware of 'Whistle Blowing' procedures.



APPENDICES

INDICATORS OF VULNERABILITY TO RADICALISATION

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.
2. Extremism is defined by the Government in the Prevent Strategy as:
Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
3. Extremism is defined by the Crown Prosecution Service as:
The demonstration of unacceptable behaviour by using any means or medium to express views which:
 - Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
 - Seek to provoke others to terrorist acts;
 - Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
 - Foster hatred which might lead to inter-community violence in the UK.
4. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. athletes may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that staff/coaches are able to recognise those vulnerabilities.
6. Indicators of vulnerability include:
 - Identity Crisis – the athlete is distanced from their cultural / religious heritage and experiences discomfort about their place in society;
 - Personal Crisis – the athlete may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
 - Personal Circumstances – migration; local community tensions; and events affecting the student / pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
 - Unmet Aspirations – the athlete may have perceptions of injustice; a feeling of failure; rejection of civic life;
 - Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
 - Special Educational Need – may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.
7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism
8. More critical risk factors could include:
 - Being in contact with extremist recruiters;
 - Accessing violent extremist websites, especially those with a social networking element;
 - Possessing or accessing violent extremist literature;
 - Using extremist narratives and a global ideology to explain personal disadvantage;
 - Justifying the use of violence to solve societal issues;
 - Joining or seeking to join extremist organisations; and
 - Significant changes to appearance and / or behaviour;
 - Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.
9. Consideration should also be given to employees, volunteers or other adults known to the Academy, who may be subject to radicalisation. Similar risk factors apply and the procedures laid out in this policy should be followed.

PREVENTING VIOLENT EXTREMISM - ROLES AND RESPONSIBILITIES OF THE SINGLE POINT OF CONTACT (SPOC)

The SPOC for:

Cheer Athletics Telford: Jonathan Smart

Who is responsible for:

- Ensuring that staff/coaches are aware that you are the SPOC in relation to protecting athletes from radicalisation and involvement in terrorism;
- Maintaining and applying a good understanding of the relevant guidance in relation to preventing athletes from becoming involved in terrorism, and protecting them from radicalisation by those who support terrorism or forms of extremism which lead to terrorism;
- Raising awareness about the role and responsibilities of the academy in relation to protecting athletes from radicalisation and involvement in terrorism;
- Raising awareness within the Academy about the safeguarding processes relating to protecting athletes from radicalisation and involvement in terrorism;
- Acting as the first point of contact within the academy for case discussions relating to athletes who may be at risk of radicalisation or involved in terrorism;
- Sharing any relevant additional information in a timely manner.

APPENDIX THREE KEY CONTACTS

Program Director	Child protection officer	SPOC
RACHAEL SMART	JONATHAN SMART JULES DARLING	JONATHAN SMART