

Shiranamikai

Safeguarding Policy

Shiranamikai 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, schools and other agencies is essential in promoting young people's welfare

PURPOSE

Shiranamikai will:

- Protect children and young people who receive Shiranamikai's services from harm. This includes the children of adults who use our services
- 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 Shiranamikai, including senior managers, trustees, paid staff, volunteers, senior instructors, those of high rank within the club, 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

The Children Act 1989, Definition of a Child

This is anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Adult at Risk

- An adult who has needs for care and support (whether or not the authority is meeting any of those needs),
- Is experiencing, or is at risk of, abuse or neglect, and
- As a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Child and Adult Abuse

Children and adults 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 four 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

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

Shiranamikai has in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

The Prevent Duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty. These organisations include:

- Schools
- Registered childcare providers
- Local authorities

- Police
- Prisons and probation services
- NHS trusts and foundations
- Other organisations may also have Prevent duties if they perform delegated local authority functions

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is 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.

Training and Awareness

Shiranamikai will ensure an appropriate level of safeguarding training is available to its Instructors, Members of a High Rank, Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it.

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 Policy

Similarly, employees and volunteers may encounter concerns about the safety and wellbeing of an adult at risk of abuse.

Confidentiality and Information Sharing

Shiranamikai 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).

Safe Recruitment & Selection

Shiranamikai is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

Social Media

All employees and volunteers should be aware of Shiranamikai's social media policy and procedures and the code of conduct for behaviour towards the children we support.

Use of Mobile Phones and Other Digital Technology

All employees, trustees and volunteers should be aware of Shiranamikai's policy and procedures 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.

Whistleblowing

It is important that people within Shiranamikai 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 Shiranamikai to protect whistleblowers.

RESPONDING TO A CONCERN*

Responding

If a child tells you they have experienced abuse, it's important to reassure them that they have done the right thing in telling you. Make sure they know abuse is never their fault.

You can help a child or young person who is telling you about abuse by staying calm, letting them take their time and giving them your full attention.

Never promise a child or young person you will keep something confidential. You need to let them know you may have to share information with somebody else to help keep them safe. Don't tell lots of other people about your conversation, only those who your organisation's safeguarding procedures say you need to report it to.

Reporting concerns

Any organisation that works with children or young people should have clear and detailed procedures in place for reporting child protection concerns. All staff and volunteers should be made aware of these procedures during their induction and they should be easily accessible to everyone. Staff and volunteers should also undergo regular child protection training to help them recognise and respond to child abuse and neglect.

Your organisation should have a trained nominated child protection lead. You should report any safeguarding and child protection concerns to your nominated lead or their deputy, who will share the information with the appropriate agencies.

Recording information

Make accurate and detailed notes about any concerns you have for a child and share these with your nominated child protection lead. You should include:

- The child's name, age and address
- What the child said or did that gave you cause for concern (if the child made a verbal disclosure, write down their exact words)
- Any information the child has given you about the alleged abuser

Consent

Even if a child asks you not to share what they have told you, you must report it if it means you are promoting their welfare. Parents should be informed of the situation and any reports or referrals made about their child, unless informing them will put the child at risk.

Support for the child

Children who have experienced abuse need support. Make sure they have someone to talk to and let them know they can contact Childline for free, confidential support at any time.

Contact the NSPCC Helpline for advice, to report concerns or seek reassurance.

How to deal with allegations of abuse

If allegations that a staff member, volunteer, child or young person may have caused harm to a child – or you have concerns they may cause risk of harm to a child – it's essential that you respond appropriately. All allegations and concerns must be taken seriously and dealt with promptly, no matter where the alleged incident took place.

If a child is in immediate danger, call the police on 999.

If a child is not in immediate danger:

- Follow your organisation's safeguarding policies and procedures as soon as possible
- Contact your local child protection services
- Contact the police
- Contact the NSPCC Helpline on 0808 800 5000 or by emailing help@nspcc.org.uk

Allegations against a child

If allegations of abuse have been made against a child or you have concerns that a young person may pose a risk for others, you must respond appropriately to safeguard and support all children involved.

Every organisation that works with children must have procedures about how to respond to allegations of abuse made against a child and concerns that a child or young person may pose a risk to others.

- Ensure children who have been impacted by the abuse are given appropriate support
- Provide the child or young person who is alleged to have displayed abusive behaviour with the appropriate help
- Manage any risks to children's safety and take appropriate steps to keep all children safe
- Make sure your organisation's response to any allegations is proportionate, fair and consistent

Allegations against staff or volunteers

Any allegation or concern that an employee or volunteer has behaved in a way that has harmed, or may have harmed, a child must be handled appropriately and promptly, regardless of where the alleged incident took place.

Depending on the situation, an appropriate response may involve:

- The police investigating a possible criminal offence
- Your local child protection services making enquiries and/or assessing whether a child is in need of support

- Your organisation following the relevant disciplinary procedures with individuals concerned.
- You should also make sure any children involved are given appropriate support

IMPORTANT CONTACTS

Are you Worried About a Child?

In cases of an emergency requiring immediate response, always contact the police by dialling 999

Shiranamikai Safeguarding Lead

Austin Biesty

Camden Children and Families Contact Service

If you are worried a child or young person is at risk of, or has suffered significant harm, contact Camden's Camden Children and Families Contact Service to report a vulnerable child or child abuse:

020 7974 3317 (daytime)

020 7974 4444 (out of office hours – after 5pm, weekends and bank holidays)

LBCMASHadmin@camden.gov.uk

Police

Emergency: 999

Non-emergency: 101

NSPCC Helpline

0808 800 5000