

SB Sports Coaching Ltd t/a Premier Education

Safeguarding Policy

SB Sports Coaching Ltd t/a Premier Education (**the company**) is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation.

Our safeguarding policy should be followed along with the safeguarding policy of any client schools we are working with. The Designated Safeguarding Lead (DSL) will work alongside the partner school to ensure both policies are followed correctly.

The company will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. The company's child protection procedures comply with all relevant legislation and with guidance issued by the local authorities in which we operate.

There is a DSL available at all times whilst delivering sessions and services to children. The DSL coordinates child protection issues and liaises with external agencies (e.g. Social Care (SPA) and Ofsted).

The company's designated DSL is James Beal (07450681969).

The Deputy DSL is Chanelle Billy (07825153351)

Child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enforcing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or noncontact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.

Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being
- unexplained bruising or marks
- comments made by a child which give cause for concern reasons to suspect neglect or abuse outside the setting, e.g. in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation, or that the child may have witnessed domestic abuse.
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

If abuse is suspected or disclosed

When a child makes a disclosure to a member of staff, that member of staff will:

- reassure the child that they were not to blame and were right to speak out.
- listen to the child but not question them.
- give reassurance that the staff member will take action.
- record the incident as soon as possible (see *Logging an incident* below).

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using the **Logging a concern** form. If a third party expresses concern that a child is being abused, we will encourage them to contact the local SPA directly. If they do not do so, we will explain that the Company is obliged to and the incident will be logged accordingly.

Child on Child abuse

Children are vulnerable to abuse by their peers. child-on-child abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of child on child abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting.
- One of the children is significantly more dominant than the other (e.g. much older)
- One of the children is significantly more vulnerable than the other (e.g. in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

If child on child abuse is suspected or disclosed

We will follow the same procedures as set out above for responding to child abuse.

Extremism and radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, e.g.:

- feeling alienated or alone

- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause.
- associating with others who hold extremist beliefs.

Signs of radicalisation

Signs that a child might be at risk of radicalisation include:

changes in behaviour, for example becoming withdrawn or aggressive.

- claiming that terrorist attacks and violence are justified.
- viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations on a Logging a concern form and refer the matter to the DSL.

Logging a concern

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the Logging a concern form as soon as possible after the event. The record should include:

- date of the disclosure, or the incident, or the observation causing concern
- date and time at which the record was made.
- name and date of birth of the child involved.
- a factual report of what happened. If recording a disclosure, you must use the child's own words.
- name, signature and job title of the person making the record.

The record will be given to the company's DSL who will decide on the appropriate course of action.

For concerns about **child abuse**, the DSL will contact the local Children's Single Point of Access (SPA). The DSL will follow up all referrals to SPA in writing within 48 hours. If a member of staff thinks that the incident has not been dealt with properly, they may contact SPA directly.

For minor concerns regarding **radicalisation**, the DSL will contact SPA. For more serious concerns the DSL will contact the Police on the non-emergency number (101), or the antiterrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the Police using 999.

Allegations against staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an **Incident record** form. Any witnesses to the incident should sign and date the entry to confirm it.
- The allegation must be reported to the Local Authority Designated Officer (LADO) and to Ofsted. The LADO will advise if other agencies (e.g. police) should be informed, and the Company will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.

- If appropriate, the Company will make a referral to the Disclosure and Barring Service.
Promoting awareness among staff

The Company promotes awareness of child abuse and the risk of radicalising through its staff training. The Company ensures that:

- the designated DSL has relevant experience and receives appropriate training in safeguarding and the Prevent Duty and is aware of the Channel Programme and how to access it. designated person training is refreshed every two years.
- safe recruitment practices are followed for all new staff.
- all staff have a copy of this Safeguarding policy, understand its contents and are vigilant to signs of abuse, neglect or radicalisation.
- all staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation.
- all staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings.
- all staff receive basic training in the Prevent Duty
- staff are familiar with the Safeguarding File which is kept on BrightHR.
- the Company's procedures are in line with the guidance in 'Working Together to Safeguard Children (2018)' and staff are familiar with 'What to Do If You're Worried A Child Is Being Abused (2015)'.

Use of mobile phones and cameras

Photographs will only be taken of children with their parents' permission. Only the Company's cameras will be used to take photographs of children, except with the express permission of a manager. Neither staff nor children nor visitors may use their mobile phones to take photographs of children at whilst in The Company's care. For more details see our Mobile Phone Policy.

Contact numbers

Single Point of Access (SPA) / Children's Safeguarding Services: *See local matrix.*

Single Point of Access (SPA) / Children's Safeguarding Services out of hours contact: *See local matrix.*

LADO (Local Authority Designated Officer):

See local matrix.

Police: 101 (non-emergency) or 999 (emergency)

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500

Ofsted: 0300 123 1231

West Sussex Contacts

Children's Social Care

Integrated Front Door (IFD)

Anyone who has concerns about the welfare of a child can contact a single countywide phone number, known as the Integrated Front door (IFD). Monday to Friday between 9am and 5pm: 01403 229900

At all other Hours, including nights, weekends and bank holidays, contact the 'out of hours' emergency team: 0330 222 6664

Email: WSchildrenservices@westsussex.gov.uk

Designated Professionals West Sussex

Designated Nurse Safeguarding Children: Jo Tomlinson – Email: sxccg.safeguarding@nhs.net

Local Authority Designated Officers ([LADO](#))

Miriam Williams and Donna Tomlinson - Email: LADO@westsussex.gov.uk Phone: 0330 222 6450

Police

Safeguarding Investigations Unit: Telephone 101 and ask for the Safeguarding Investigations Unit or in an emergency dial 999

Brighton and Hove Contacts

Brighton and Hove Child Partnership

Front Door for Families (FdF) – T. 01273 290400 (9am to 5pm) Monday to Thursday, 9am to 4.30pm Friday); Emergency out of hours T. 01273 335905 or 01273 335906

FrontDoorForFamilies@brighton-hove.gov.uk

Local Authority Designated Officers ([LADO](#))

Local Authority Designated Officer (LADO): LADOenquiries@Brighton-Hove.gov.uk 01273 335905

Police

Police – T. 01273 665502 or 0845 6070999 or 101

Other Essential Numbers

Anti-terrorist hotline: 0800 789 321

NSPCC: 0808 800 500 NSPCC Whistleblowing - 0800 028 0285

Ofsted: 0300 123 1231

Prevent Coordinator, Nahida Shaikh, Partnership Community Safety Team – T. 01273 290584;
M. 07717 303292; E. Nahida.Shaikh@brighton-hove.gcsx.gov.uk

Public concern at work - 020 3117 2520

Surrey Contacts

Children’s Services
Northeast Surrey – 0300 1231610 Southeast Surrey – 0300 1231620 Northwest Surrey – 0300 1231630 Southwest Surrey – 0300 1231640
Local Authority Designated Officers (LADO)
03001231650 (Option 3) LADO@surreycc.gov.uk
Surrey Safeguarding Children Partnership
cspa@surreycc.gov.uk 0300 470 9100
Police
Police: 101 (non-emergency) or 999 (emergency)
Other Essential Numbers
Anti-terrorist hotline: 0800 789 321 NSPCC: 0808 800 500 Ofsted: 0300 123 1231

East Sussex Contacts

Children’s Social Care
Social Care: 01323 463 222 Social Care out of hours contact: 01273 335906
Local Authority Designated Officers (LADO)
LADO (Local Authority Designated Officer): Allegations about adults who work with children - the LADO East Sussex County Council/ 0345 60 80 191

East Sussex Safeguarding Partnership
East Sussex Safeguarding Partnership: ESSCP Chair Simon Robson: 01273 481 544/ESSCP.Contact@eastsussex.gov.uk
Police
Police: 101 (non-emergency) or 999 (emergency)
Other Essential Numbers
Anti-terrorist hotline: 0800 789 321 NSPCC: 0808 800 500 Ofsted: 0300 123 1231

This policy was adopted by: SB Sports Coaching Ltd t/a Premier Education	Date: 25.07.2024
To be reviewed: 01/09/2025	Signed: J Beal

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017)*: *Safeguarding and Welfare requirements: Child Protection [3.4-3.8] and Suitable People [3.9-3.13]*.