

Child Safeguarding Policy

This policy applies to all staff, volunteers and students who work with or on behalf of Apollo Education and Sport. The purpose of this policy is to protect children and young people who receive Apollo Education and Sport services; to provide staff and volunteers with the knowledge on our approach to safeguarding and child protection. Apollo Education and Sport believe that every child or young person should never experience abuse of any kind and that we have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to protect children and follow legal framework to support this.

A child is defined as any person under the age of 18; for the purpose of Apollo camps this policy sets out to protect children on the basis of the following policies:

- Children Act 1989.
- United Convention of the Rights of the Child 1991.
- Sexual Offences Act 2003.
- Children Act 2004.
- Safeguarding and Vulnerable Groups Act 2006.
- Children and Families Act 2014.
- Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities. HM Government 2014.
- Information sharing: Advice for practitioners providing safeguarding service to children, young people, parents and carers; HM Government 2015.
- Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children: HM Government 2015.

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of abuse.

Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them.
- All staff and volunteers are instructed how to report a safeguarding issue and who to report it to.
- All staff and volunteers adopt our procedures and code of conduct.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment.
- Ensuring we have effective complaints and whistleblowing measures in place.
- Ensuring we provide a safe and physical environment for our children, young people, staff and volunteers by applying health and safety measures in accordance with the law and regulatory guidance.

The following information identifies the different forms of abuse defined by the NSPCC in 2015 and for which Apollo Education and Sport staff will be trained in recognizing and reacting to any suspicions.

Child Abuse

Child abuse is any action towards a child that causes significant harm. It can be physical, emotional or sexual; and can be in the form of neglect.

Physical Abuse

Any purposeful physical harm of a child is physical abuse.

It isn't accidental - children who are physically abused suffer violence such as being hit, kicked, poisoned, burned, slapped or having objects thrown at them. Shaking or hitting babies can cause non-accidental head injuries (NAHI). Sometimes parents or carers will make up or cause the symptoms of illness in their child, perhaps giving them medicine they don't need and making the child unwell – this is known as fabricated or induced illness (FII).

There is no excuse for physically abusing a child. It causes serious, and often long- lasting, harm – and in severe cases, death.

Bumps and bruises don't necessarily mean a child is being physically abused – all children have accidents, trips and falls.

There's isn't one sign or symptom to look out for that will say a child is definitely being physically abused. But if a child often has injuries, there seems to be a pattern, or the explanation doesn't match the injury then this should be investigated.

Physical abuse may include signs of – bruising, burns or scalds, bite marks, fracture or broken bones, other injuries and health problems. The place of a bruise, burn, scald, or bite is a sign of physical abuse, an area which is not easily damaged by accident, or is easily concealed.

Emotional Abuse

Emotional abuse is the on-going emotional maltreatment or emotional neglect of a child. It's sometimes called psychological abuse and can seriously damage a child's emotional health and development.

Emotional abuse can involve deliberately trying to scare or humiliate a child or isolating or ignoring them.

Children who are emotionally abused are usually suffering another type of abuse or neglect at the same time – but this isn't always the case.

There often aren't any obvious physical symptoms of emotional abuse or neglect but you may spot signs in a child's actions or emotions.

Changes in emotions are a normal part of growing up, so it can be really difficult to tell if a child is being emotionally abused.

Children may:

- **Use language, act in a way or know about things that you wouldn't expect them to know for their age**
- **Struggle to control strong emotions or have extreme outbursts**
- **Seem isolated from their parents**
- **Lack social skills or have few, if any, friends**

Sexual Abuse

A child is sexually abused when they are forced or persuaded to take part in sexual activities. This doesn't have to be physical contact, and it can happen online. Sometimes the child won't understand that what's happening to them is abuse. They may not even understand that it's wrong.

There are two different types of child sexual abuse. These are called contact abuse and non-contact abuse.

Contact abuse is where an abuser makes physical contact with a child.

Non-contact abuse covers other acts where the abuser doesn't touch the child, such as grooming, exploitation, persuading children to perform sexual acts over the Internet and flashing.

Children who are sexually abused may: Stay away from certain people

- **They might avoid being alone with people, such as family members or friends**
- **They could seem frightened of a person or reluctant to socialise with them.**
- **Show sexual behaviour that's inappropriate for their age**
- **A child might become sexually active at a young age**
- **They might be promiscuous**
- **They could use sexual language or know information that you wouldn't**

Neglect

Neglect is the on-going failure to meet a child's basic needs. A child may be left hungry or dirty, without adequate clothing, shelter, supervision, medical or health care.

A child may be put in danger or not protected from physical or emotional harm. They may not get the love, care and attention they need from their parents.

A child who's neglected will often suffer from other abuse as well. Neglect is dangerous and can cause serious, long-term damage - even death.

Neglect can have serious and long-lasting effects. It can be anything from leaving a child home alone to the very worst cases where a child dies from malnutrition or being denied the care they need. In some cases, it can cause permanent disabilities.

Neglect can be really difficult to identify, making it hard for professionals to take early action to protect a child.

Having one of the signs or symptoms below doesn't necessarily mean that a child is being neglected. But if you notice multiple, or persistent, signs then it could indicate there's a serious problem.

Children who are neglected may have:

Poor appearance and hygiene, health and development problems, housing and family issues, lack of food at lunch times, persistence in not wanting to go home.

Good Practice

All Apollo camp staff will acknowledge and understand the possible signs of child abuse and to go straight to the safeguarding lead with any concerns. They also understand and are aware if they have suspicions or concerns about the lead safeguard to approach the local authority child protection contact or alternatively the NSPCC. Apollo camp staff will also follow our code of conduct to prevent themselves from accusations and from being in any position that may compromise the professional standards we uphold. Any staff who breach the code of conduct may be dismissed immediately; and all staff must be reported to the safeguarding lead or alternative if any form of abuse is suspected.

- Every member of Apollo staff is fully DBS checked.
- Every member of Apollo staff is aware of the different forms of child abuse and how to identify child abuse.

- Every member of Apollo staff is aware and has access to every policy and procedure; and understands that breaching any policy or procedure can result in immediate dismissal.
- Every member of Apollo staff will take part in an induction covering safeguarding, health and safety and code of conduct policies.
- Employees are encouraged to raise concerns immediately and are reassured that they will not be victimised or harassed due to the concerns raised. Any disclosure made will be kept confidential among the necessary people; these people include the safeguarding lead and any necessary external agencies. Staff are informed that any abuse reported should not be ‘gossiped’ about, and all cases of abuse are serious instances that have a huge effect on a child.

Our safeguarding policy will be reviewed annually; and/or when new policies or procedures have been released. All safeguarding procedures will be kept up to date with current legislation and the safeguarding lead will continuously keep up to date with training.

Safeguarding Lead: Hannah Louise

hannah@apollo-sports.co.uk

07930496856

Local Authority Child Protection Contact*:

*See our list of local authority points of contact

NSPCC contact: 0808 800 5000

Policy reviewed on: June 2020

Local authority points of contact

Lancashire:

Safeguarding children board
During hours number: 0300 123 6720
Out of hours number (5pm-8am): 0300 123 6722

Greater Manchester:

Bolton:

Christine Callaghan – Head of Service, Child Protection and Leaving Care Bolton Children’s Services
Endeavour House, Watersmeeting Road, Bolton. BL1
8SW **Email:** christine.callaghan@bolton.gov.uk **Website:** <http://boltonsafeguardingchildren.org.uk/> **Telephone:** 01204337470

Bury:

Janice Barr, Head of Safeguarding Children Unit 18-20 St Mary’s Place, Bury. BL9
0DZ **Email:** j.barr@bury.gov.uk **Website:** <http://www.bury.gov.uk/index.aspx?articleid=5103> **Telephone:** 0161 253 5362 **Fax:** 0161 253 7601

Manchester:

Linda Evans – Head of Quality Assurance for Safeguarding Directorate for Children and Families Manchester City Council, Town Hall Extension, PO Box 532, Manchester. M60
2LA **Email:** l.evans1@manchester.gov.uk **Website:** <http://www.manchesterscb.org.uk> **Telephone:** 0161 234 4960 Secretary: Charlotte Wilson 0161 234 4994

Oldham:

Ed Francis, Head of Safeguarding Children & Vulnerable Adults c/o Local Safeguarding Children Board Rock Street Centre, Rock Street, Oldham. OL1 3UJ **Email:** ed.francis@oldham.gov.uk **Telephone:** 0161 770 8096 / 5068

Rochdale:

Christine Foster, Safeguarding Children Unit Number One Riverside, Smith Street, Rochdale. OL16 1XU **Email:** Christine.Foster2@rochdale.gov.uk **Website:** <https://www.rbscb.org/> **Telephone:** 0845 226 5500

Salford:

Emma Ford, Head of Service Safeguarding Unit Sutherland House, Chorley Road, Swinton. M27 6AY **Email:** emma.y.ford@salford.gov.uk **Telephone:** 0161 603 4350

Stockport:

Nuala O'Rourke – Head of Service Safeguarding Unit Sanderling Building, Bird Hall Lane, Stockport. SK3 0RF **Email:** nuala.orourke@stockport.gov.uk **Telephone:** 0161 474 565 7 / 8 / 9

Tameside:

Ged Sweeney- Head of Children's Safeguarding Specialist Services and Safeguarding Union Street Building, Union Street, Hyde. SK14 1ND **Email:** gerard.sweeney@tameside.gov.uk **Telephone:** 0161 342 3345

Trafford:

– Safeguarding Team Manager Children & Young People's Service 2nd Floor Quay West, Trafford Wharf Road, Trafford Park. M17 1HH **Email:** **Telephone:** 0161 912 4286

Wigan:

L.Fields, Wigan Life Centre, PO Box 100, Wigan, WN1 3DS **Email:** l.fields@wigan.gov.uk **Telephone:** 01942 486025

Cheshire:

Cheshire East: 0300 123 5012 (8.30am-4.30pm). Out of hours- 0300 123 5022