

Streetfunk Dance CIC

Safeguarding Policy

Streetfunk is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm and radicalisation. Streetfunk will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. Streetfunk's child protection procedures comply with all relevant legislation and with guidance issued by Brighton & Hove BHSCP. There is a Designated Safeguarding Lead (DSL) available at all times while the Streetfunk is in session. The DSL coordinates safeguarding and child protection issues and liaises with external agencies (eg Social Care and Ofsted).

Designated DSL is Dionne Bowen Managing Director
Nahida Shaikh **Prevent Coordinator**, Partnership
Community Safety Team, Tel: 01273 290584; Mob:
07717303292 Nahida.Shaikh@[brighton-hove.gcsx.gov.uk](mailto:Nahida.Shaikh@brighton-hove.gcsx.gov.uk).

All members of staff hold a basic first aid certificate which is renewed and updated annually.

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 enticing 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 non-contact 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, eg in the child's home, or that a girl may have been subjected to (or is at risk of) female genital mutilation (FGM), or that the child may have witnessed or be living with 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 Social Care directly. If they will not do so, we will explain that Streetfunk is obliged too and the incident will be logged accordingly.

Contact Front Door for Families:

FrontDoorforFamilies@Brighton-Hove.gcsx.gov.uk

Emergency Duty service on: 01273 335905 - 01273 335906

Dionne Bowen DSL for Streetfunk on: dionne@streetfunk.co.uk - 07703517752.

All staff recognise that children may not feel ready or know how to tell someone that they are being abused, exploited or neglected and/or they may not recognise their experiences as harmful. This could be due to their vulnerability, disability or language barriers. They may also feel embarrassed, humiliated or are being threatened. Our staff recognise this and where they have any concerns about a child they will raise these with the designated safeguarding lead (DSL) without unreasonable delay. **Female genital mutilation (FGM)** FGM is an illegal, extremely harmful practice and a form of child abuse and violence against women and girls. FGM is therefore dealt with as part of our existing safeguarding procedures. All of our staff receive training in how to recognise when girls are at risk of FGM or may have been subjected to it.

What is FGM:

Female genital mutilation (FGM), also called 'cutting', involves the removal of some or all of the external parts of a girl's genitalia FGM is dangerous, illegal and can cause pain, infection and even death in some cases. As the girl grows up, she may suffer complications in menstruation and childbirth as well as psychological problems.

If FGM is suspected or disclosed

We will follow the same procedures as set out above for responding to child abuse and will make a report to Children's Social Care directly. Contact the police on 101 or the NSPCC 0800 0280285

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 technology and the internet 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 peer-on-peer abuse: Sexual activity (in primary school-aged children) of any kind, including sexting. One of the children is significantly more dominant than the other (eg much older) One of the children is significantly more vulnerable than the other (eg 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, eg: 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. We follow the Prevent Duty Act 2015, should you suspect any signs or have concerns contact: Prevent Coordinator, Nahida Shaikh, Partnership Community Safety Team, Tel: 01273290584; Mob: 07717303292 nahida.Shaikh@brighton-hove.gcsx.gov.uk 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 Club's DSL who will decide on the appropriate course of action.

For concerns about **child abuse**, the DSL will contact Social Care. The DSL will follow up all referrals to Social Care in writing within 48 hours. If a member of staff thinks that the incident has not been dealt with properly, they may contact Social Care directly. For minor concerns regarding **radicalisation**, the DSL will contact Brighton & Hove Children Partnership (BHSCP) For more serious concerns the DSL will contact the Police on the non- emergency number (101), or the anti-terrorist hotline on 0800 789 321. For urgent concerns the DSL will contact the Police using 999.

Information that we keep

The items of personal data that we keep about individuals are documented on our personal data matrix The personal data matrix is reviewed annually to ensure that any new data types are included. *Children and parents:* We hold only the information necessary to provide a childcare service for each child. This includes child registration information, medical information, parent contact information, attendance records, incident and accident records and so forth. Our lawful basis for processing this data

is fulfilment of our contract with the child's parents. Our legal condition for processing any health-related information about a child, is so that we can provide appropriate care to the child. Once a child leaves our care we retain only the data required by statutory legislation, insurance requirements and industry best practice, and for the prescribed periods of time. Electronic data that is no longer required is deleted.

Staff: We keep information about employees in order to meet HMRC requirements, and to comply with all other areas of employment legislation. Our lawful basis for processing this data is to meet our legal obligations. Our legal condition for processing data relating to an employee's health is to meet the obligations of employment law. We retain the data after a member of staff has left our employment for the periods required by statutory legislation and industry best practice, then it is deleted or destroyed as necessary. Our online booking form requires parent/carers to consent to information sharing and giving. GDPR, This is where consent to photos or filming is also made. We hold an electronic data system which enables to staff securely log in using a secure user ID and password individual to each member of staff. This enables them to access health record, emergency contact details, medication conditions and register the child in and out of the session. Each child has their own electronic profile which is cannot be accessed by parents for non employed users.

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 (eg police) should be informed, and the Club will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours. Contact for LADO: LADOenquiries@brighton-hove.gov.uk 01273 295643 Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation. If appropriate, the Club will make a referral to the Disclosure and Barring Service.

Promoting awareness among staff

The Club promotes awareness of child abuse and the risk of radicalisation through its staff training. The Club 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 ensuring staff receive at least annual safeguarding updates. All staff receive basic training in the Prevent Duty staff are familiar with the Safeguarding File which is kept at head office (paper copy) or can be emailed on request to staff. The Club'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 club camera will be used to take photographs of children at the Club, except with the express permission of the manager. Neither staff nor children nor visitors may use their mobile phones or wearable technology such as smart watches to take photographs at the Club. Consent is ask at time of registration.

Related policies

See also our related policies: **Illness and Accidents, Emergency Evacuation, Health & Safety, Administering Medication, Risk Assessment, Manual Handling, Fire Safety, Safer recruitment and Intimate Care, Visitor.Nominated committee member for safeguarding.**

LADO: LADOenquiries@brighton-hove.gov.uk 01273 295643 Front Door for Families 01273 290400 (9am to 5pm Monday to Thursday, 9am to 4.30pm Friday) Emergency out of hours 01273 335905 or 335906 Police 01273 665502 or 0845 6070999 or 101 Prevent Coordinator, Nahida Shaikh, Partnership Community Safety Team, Tel: 01273290584; Mob: 07717303292 nahida.Shaikh@brighton-hove.gcsx.gov.uk NSPCC Whistleblowing 0800 028 0285 Public concern at work 020 3117 2520 Social Care: 01273 290400 Brighton & Hove Children Partnership (BHSCP) 01273 290400 Police: 101 (non-emergency) or 999 (emergency) Anti-terrorist hotline: 0800 789 321 NSPCC: 0808 800 500 Ofsted: 0300 123 1231 Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021)*: Safeguarding and Welfare requirements: Child Protection [3.4-3.8] and Suitable People [3.9-3.13].

Adopted by: Streetfunk Dance Company CIC Date: 15th October 2022
To be reviewed: 21st May 2024