



JPAC Ltd Safeguarding Children and Child Protection Policy 2017

(Please note as we have settings in different areas we have not included the contact numbers at the end of this policy.)

This policy should be read alongside several other policies: -

- Selection and Recruitment
- Equal Opportunities
- Helpers, Volunteers and Visitors
- Child Induction
- Looked After Children
- Missing Children
- Anti- Bullying
- SEN Policy
- Inclusion

INTRODUCTION:

“Safeguarding is not just about protecting children from deliberate harm. It includes issues for schools such as: pupil health and safety; bullying; racist abuse; harassment and discrimination; use of physical intervention; meeting the needs of pupils with medical conditions; providing first aid; drug and substance misuse; educational visits; intimate care; internet safety; issues which may be specific to a local area or population, for example gang activity; school security.” (*Briefing for Section 5 Inspectors on Safeguarding Children, Ofsted 2011*)

Whilst the above statement refers to children in school it is still relevant to children within JPAC Ltd out of school settings.

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004 and related guidance. This includes the DfES guidance Safeguarding Children and Safer Recruitment in Education (2007), the Framework for the Assessment of Children in Need and their Families (2000) and Working Together to Safeguard Children (2010).

Because of our close day to day contact with children, “education staff have a crucial role to play in helping identify welfare concerns and indicators of possible abuse and neglect at an early stage” (*Working Together to Safeguard Children 2010*)

JPAC Ltd takes seriously its responsibility to safeguard and promote the welfare of children in its care. We understand the importance of providing an ethos and environment within our settings that helps children to feel safe, secure and respected; encourage them to talk openly; and enable them to feel confident that they will be listened to.

Staff recognise that they play a significant role in identifying potential cases of child abuse. The Company recognises that all relevant agencies involved in child protection cooperate together for the benefit of the child. In line with its procedures JPAC Ltd has a designated member of *staff for safeguarding children/child protection, who liaises with Children’s Social Care Dept. or the Local Safeguarding Children’s Board should it be necessary. For this procedure to work it relies upon the skills and expertise of every adult within the Company to recognise or report concerns.

For JPAC Ltd, the Managing Director, Mr Ryan Robertson is the designated person for child protection (abbreviated to DCPC) for the company whilst every setting manager has day to day responsibility at their particular setting. All staff have total commitment to child protection.

JPAC Ltd has a policy of partnership between the company, home and school, but with child abuse, or suspicion of child abuse, our first and only responsibility is to the child. We may not be able to prevent child abuse, but by following child protection procedures, we are trying our best to protect all children and this is our first responsibility.

AIMS

By following child protection procedures we:

- Care for the child
- Care for the setting
- Care for the community we serve

All children have the right to be safeguarded from harm, radicalisation and exploitation whatever their:

- Race, religion, first language or ethnicity
- Gender or sexuality
- Age
- Health or disability
- Political or immigration status

Guidelines

In reporting concerns and suspicions, all staff must follow the following procedures.

Reasons for following Procedures

1. It protects the child to the best of our ability
2. It avoids delay
3. It provides consistency
4. It protects all staff
5. It ensures that, if further action is taken by another agency, then the Company has followed the protection procedures. The Children Act 2004 requires all staff to exercise their duty to work in partnership with other agencies and to share information with them in accordance with legislation.

Staff are in contact with children for an important part of the day and are in a position to detect possible abuse and offer support. They must not think that by voicing concerns they are necessarily starting procedures. The criteria should be that they have **reasonable suspicion** or that the child **may suffer in the future**.

Action

1. Report your concerns **immediately** to the Managing Director or the setting manager if you are unable to contact the MD.
2. **Do Not** promise the child it will be kept a secret

It is important that prompt action is taken and correct procedures are followed as required by the Local Safeguarding Children Board.

JPAC Ltd recognises that it is an agent of referral and not of investigation. Investigating agencies are Children's Social Care and the Police.

The reporting member of staff will be told of any further action taken. If the reported case is taken up and investigated by an external agency, then any meetings, case conferences or action taken will be followed through and the member of staff informed. At all times it must be remembered that this information is

CONFIDENTIAL.

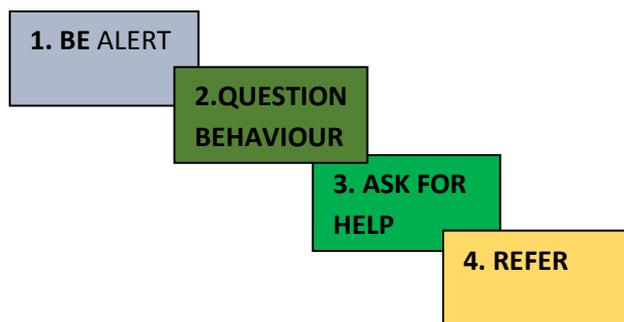
Staff have an important role to play in hearing what children have to say. The setting can provide a neutral place where children feel safe to talk. Sensitivity to the disclosure is vital. Staff must listen carefully to what the child is saying, treat it seriously, and value what they say. Notes should be made recording what the child has said as soon as possible:

SEE ATTACHED JPAC CHILD PROTECTION REFERRAL FORM

Children may feel they will not be believed, or that they will be punished. It is **very important to reassure children that it is not their fault**. Fear of the consequences of telling is common. It can be tempting to promise confidentiality to the child. This is not realistic. Children need to hear the truth about what will happen next, together with a commitment to support the child.

It is crucial not to ask leading questions. Our role is to enable children to speak and then know what to do next. JPAC Ltd will request that the host school keeps us informed.

*** There are four key steps to follow to help you to identify and respond appropriately to possible abuse and/or neglect.**



It may not always be appropriate to go through all four stages sequentially. If a child is in immediate danger or is at risk of harm, you should refer to children's social care and/or the police. Before doing so, you should try to establish the basic facts. However, it will be the role of social workers and the police to investigate cases and make a judgement on whether there should be a statutory intervention and/or a criminal investigation.

*** (This information is from 'What to do if you're worried a child is being abused' HM Government 2015)**

Signs and Symptoms of Child Abuse

This is intended as a guide. Not all children feel able to confide in an adult it is therefore important that we are aware of indicators of possible abuse. Please remember that the presence of one or more factors does not necessarily give proof that a child abuse has occurred. It may however indicate that investigation should take place.

- Unexplained delay in seeking treatment which is needed
- Incompatible explanations
- Constant minor injuries
- Unexplained bruising
- Bite marks

- Burns and scalds
- Cigarette burns
- General physical disability
- Unresponsiveness in the child
- Soiling and wetting
- Change in behaviour patterns
- 'Frozen' look
- Attention seeking
- Apprehension
- Antisocial behaviour
- Unkempt appearance
- Sexually precocious behaviour
- Sexualised drawings and play
- Poor self-esteem
- Self-mutilation
- Withdrawal
- Running away
- Reluctance to return home after attending the club
- Difficulty in forming relationships
- Confusing affectionate displays

Definitions of Child Abuse

An abused child is a boy or girl under the age of 17 who has suffered from physical injury, physical neglect, failure to thrive, emotional or sexual abuse, which the person who has had custody, charge or care of the child either caused or knowingly failed to prevent. Having custody, charge or care includes **any person, in whatever setting, who, at the time, is responsible for that child.**

Physical Abuse

Physical injury to a child, including deliberate poisoning, where there is definite knowledge, or a reasonable suspicion that the injury was inflicted or knowingly not prevented.

Sexual Abuse or Exploitation

The involvement of dependent, developmentally immature children and adolescents in sexual activities that they do not truly comprehend, and to which they are unable to give informed consent; or they violate the social taboos of

family roles.

Neglect

The persistent or severe neglect of a child (for example by exposure to any kind of danger including cold or starvation) which results in serious impairment of the child's health or development, including non-organic failure to thrive.

Emotional Abuse

The severe adverse effect on the behaviour and emotional development of a child by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill-treatment; this category should be used where it is the main or sole form of abuse.

OTHER AREAS OF CONCERN

Radicalisation

It is important to note that radicalisation amongst a portion of the population is becoming an increasing concern with regards to our safety and welfare. Whilst some of the children in your care maybe considered too young to be influenced they may however see or hear things which could, over time, impact upon their emotional state and self-confidence. Signs which could indicate this are:

Children refusing to play with other children because of their race

Children becoming aggressive and showing signs of a feeling of 'us and them' culture

Children 'degrading' others because of their religion

Children who talk about things they have seen on the internet which are clearly alien to a British way of life and or ethos of equality in a multicultural society.

There is a dedicated officer within the police force who deals with concerns about radicalisation. (Refer to Prevent duty information).