

Safeguarding Policy

1) Introduction

Globe Fit acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. Safeguarding means protecting people's right to live safely, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's or child's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

2) Purpose and Aim of Policy

The purpose of this policy is to protect the people who use Globe Fit's services. Globe Fit is a charitable organisation that provides opportunities to the local community with a focus on delivering dance education. Globe Fit is committed to safeguarding the welfare of the people with whom it works and promotes best practices regarding the protection of children and vulnerable adults.

This policy applies to all staff including senior managers, paid staff, freelance practitioners, volunteers and anyone working on behalf of Globe Fit. This policy has been drawn up based on law and guidance that seeks to protect children and vulnerable adults.

3) Law and Guidance

The Care Act 2014 establishes that safeguarding is everybody's business. Globe Fit recognises that we all play a key role in preventing, detecting, reporting and responding to abuse, neglect or exploitation.

Globe Fit will work within the framework of UK law and guidance in relation to safeguarding and protection of children and vulnerable adults. This includes the following:

5.1 Legal Framework Children and Young People:

- Children Acts 1989 and 2004
- Children and Young Persons Act 2008
- Childcare Act 2006
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act 2006
- Working Together to Safeguard Children 2018.
- Keeping Children Safe in Education 2020.
- Every Child Matters 2004
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- GDPR and the Data Protection Act 2018.
- Female Genital Mutilation Act 2003
- Children and Adoption Act 2008
- Apprenticeships, Skills, Children and Learning Act 2009

5.2 Legal Framework Vulnerable Adults

- Care Act 2014
- Mental Capacity Act (including DoLS) 2005
- Human Rights Act of 1998
- Care and Support Statutory Guidance 2014 – identified the following 6 principles that underpin all adult safeguarding work:
 - Empowerment – People being supported and encouraged to make their own decisions and informed consent
 - Prevention – It is better to take action before harm occurs
 - Proportion – The least intrusive response appropriate to the risk presented

- Protection – Support and representation for those in greatest need
- Partnership – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- Accountability – Accountability and transparency in delivering safeguarding

The Children Act 1989 defines a child as someone who is under the age of 18.

A vulnerable person is defined as anyone who is in a position where they cannot care for themselves and are reliant upon a carer. This would include, for instance, adults with disabilities, elderly people, young people and children.

Adult Safeguarding is defined as protecting an adult's right to live in safety, free from abuse and neglect aiming to ensure that each adult is supported to maintain; wellbeing, choice and control, safety, good health, dignity and respect.

Department of Education and Skills (DfES) requires an enhanced level of checking for any person who comes into regular contact with children or vulnerable adults.

All staff and freelancers employed by the organisation are DBS checked as required when working with children. Those working for Globe Fit will need to have received some safeguarding training. All staff and volunteers are given clear established roles for their education work. All staff and volunteers will familiarise themselves with all Globe Fit's policies and procedures, including safeguarding, during induction.

In sessions organised by Globe Fit, it is our responsibility to provide necessary details of the participants to the responsible person leading the session, whose responsibility is to safeguard the participants. For sessions that are arranged for a third party (e.g. community group), it is the responsibility of the third party to register participants.

4) Position Statement

Globe Fit is committed to the belief that:

- The welfare of the child and a vulnerable person is paramount
- All children and vulnerable people whatever their age, culture, disability, gender, language, racial origin, religious belief and sexual identity have the right to protection from abuse
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- Anyone working on behalf of Globe Fit, either paid or unpaid, should be clear on how to respond appropriately and adhere to the code of conduct.
- We seek to promote a positive ethos of collaborative work between the professional dance sector and children and vulnerable people.

5) Reporting

Anyone who has any form of contact with a child in any context is responsible for reporting a concern that they have in relation to the child's safety. The ways in which it is identified that a child may be at risk will depend on the specific circumstances for each child and so there is no specific way of recognising that a child is at risk because the evidence that presents itself can be different each time.

When deciding if a child is at risk and whether this should be reported the person who would make the report should consider several questions:

- Why is there a suspicion of abuse?
- Is there any evidence of abuse?
- Has anyone else got suspicions of abuse?
- Has there been a disclosure of abuse?

If there is any suspicion at all that abuse is taking place, has already taken place or is going to take place then a report should be made. This applies not only to individuals who work with children but with members of the general public as well who may have concerns about one or more children.

Staff who work with children must report any suspicions of child abuse in line with their duty of care, which maintains that they have a moral (or legal) obligation to ensure the safety or well-being of others.

All staff and volunteers will consider the following when raising a concern that:

- Safeguarding is mainly aimed at individuals with care and support needs whose circumstances may put them at risk of abuse or neglect by others
- Abuse is defined as a violation of an individual's human and civil rights; it may consist of a single act or repeated acts
- The nature and extent of the abuse including whether it is a criminal offence
- The impact of the abuse on the adult and the physical and /or psychological harm being caused and whether the abuse is having an impact on other people
- Deprivation of Liberty Safeguards (DoLS) aims to make sure that people in care homes, hospitals and supported living are looked after in a way that does not inappropriately restrict their freedom

In the case of reporting incidents or concerns this protocol will be followed:

- Any accidents will be recorded and reported to the DSO
- Any incidents of suspected abuse need to be reported to the DSO who will relay the information to the relevant authorities if it is necessary to do so.
- All reports should be handwritten and should be completed on our Incident Report Form
- It is the responsibility of the DSO to ensure that the reporting of incidents is dealt with properly and efficiently where it is necessary.
- All information will be treated in the strictest confidence and only shared with other parties/agencies when it is deemed necessary and is in the interest of the person to whom the incident is related.

6) Anti-Bullying

Globe Fit recognises the different forms of bullying and understands the importance of keeping children safe from bullying, both in-person and online (Cyberbullying).

Bullying is behaviour that hurts someone else. It can include name-calling, hitting, pushing, spreading rumours, threatening or undermining someone. Bullying can take different forms, including:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name-calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

Cyberbullying is bullying that takes place online. Unlike bullying in the real world, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. Cyberbullying can include:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- shaming someone online
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring children into sending sexual images or engaging in sexual conversations.

Staff and volunteers of Globe Fit are to report any concerns of a participant being bullied physically, verbally or through cyberbullying immediately to the DSO and/or to a parent and follow the same reporting protocol as this Safeguarding Policy.

7) Grooming

Grooming is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. This can take place either online, in person, or both. Globe Fit staff and volunteers should be vigilant for signs of a participant being groomed in any method. Some of the signs may include:

- being very secretive about how they're spending their time, including when online
- having an older boyfriend or girlfriend
- having money or new things like clothes and mobile phones that they can't or won't explain
- underage drinking or drug taking
- spending more or less time online or on their devices
- being upset, withdrawn or distressed
- sexualised behaviour, language or an understanding of sex that's not appropriate for their age
- spending more time away from home or going missing for periods of time.

Any concerns of a young person being potentially groomed either online, in person, or both is to immediately raise the concern with DSO and/or to a parent and follow the same reporting protocol as this Safeguarding Policy.

8) Online Safety and Social Media

Globe Fit understands that it is equally important to safeguard children online and via social media platforms. Our Online Safety and Social Media Policy provides guidance on keeping children safe online. It outlines how we expect the staff and volunteers who work for us and children who are service users of Globe Fit to behave online. Any concerns/ incidents online should follow the same reporting protocol as this Safeguarding Policy.

9) Mental Health

Mental health issues in children can be linked to exploitation, abuse, or neglect in some circumstances. Only trained professionals can give a diagnosis of a mental health issue, but that professional working with children are able to observe children and spot changes that could indicate deeper problems. Staff need to be aware of how traumatic experiences in a child's past can affect their present behaviour, mental health, and overall education.

Any concerns about the mental health of a child should be raised in line with existing child protection policies and they should also speak to the designated safeguarding officer.

10) Risk factors associated with abuse

Some of the risk factors that make children more susceptible to abuse include:

- **Disability:** a child who is disabled is significantly more likely to experience abuse than a child who is not. This may be because they are less able to report what is happening to them and less able to defend themselves against physical and sexual abuse. Some signs of abuse are sometimes mistaken for symptoms of the disability and for this reason, may not be identified and acted on. Children who have learning disabilities may not understand what is happening and may be easier to convince that what is happening is not wrong; some abusers are able to convince children that what they are doing is normal.
- **Isolation:** children who are isolated, perhaps due to disability or mental health difficulties are more susceptible to abuse as they have less opportunity to report abuse. Being isolated means that a child is on their own more often and this increases the opportunities for an abuser to be alone with them.
- **Being in the care system (looked after children):** a child who is in a local authority's care system may already have been subject to abuse, making the possibility of this happening again more likely. Children who are looked after may have problems with confidence and self-esteem

and may live with mental health difficulties that have been exacerbated by the reasons why they have been taken into care.

- **Has a parent who has substance or alcohol misuse issues:** not all parents who drink alcohol and/or take drugs will harm their children but children who live with parents who have substance misuse issues are at more risk of both abuse and neglect. This may be because the effects of substance misuse can leave parents unable to care for their children both on a practical and an emotional level, meaning that their needs are unmet.
- **Has a parent who lives with mental health difficulties:** any form of mental health difficulty can result in a variety of consequences and whilst most parents who live with mental illness will care for their children adequately, this will not be the case for all. The responsibilities of caring for children can increase levels of stress and anxiety, which are known factors in the worsening of mental health difficulties.
- **Has a parent who was abused themselves:** the long-term effects of being abused as a child can mean that some parents go on to subject their own children to abuse, which is similar to that which they experienced themselves growing up. Adults may have difficulties that mean they are unable to keep their own children safe and this can result in neglect as well as other forms of abuse.
- **Lives in a household where there is domestic abuse:** witnessing any form of domestic abuse is a form of child abuse. The impact of witnessing a parent or both parents be physically and emotionally abused can mean that children are traumatised and are unable to grow up to be able to make and maintain their own relationships, leaving them more subject to isolation and therefore more susceptible to abuse themselves throughout their lifespan.
- **Age:** the younger a child is, the less likely they are to be able to report what is happening to them and, sadly, abuse of a child can begin when they are babies.
- **Seeking asylum:** unaccompanied minors who enter another country to seek asylum become more vulnerable to abuse as they don't have any family to support them and they will be unfamiliar with the culture of the country that they have entered. They may be taken in by adults who claim to want to help them but then subject them to abuse, which may include being victims of modern slavery or being child trafficked.

Risk factors for neglect

Neglect is a form of child abuse but it appears that there are specific risk factors that increase a child's likelihood of experiencing neglect, which include:

- **Poverty:** living in poverty is linked to abuse as well as other factors that can increase the chances of abuse such as substance misuse and mental health difficulties. Living in poverty significantly increases chronic stress and can mean that a home where children are present is poorly maintained, which increases pressure and decreases parents' ability to meet their children's needs.
- **Living in a difficult environment:** a difficult environment may be one where there is deprivation and high rates of crime in the local area. It is known that children who live in deprived areas have a greater chance of abuse and of being subject to a child protection plan or being taken into care.
- **Lack of support:** not having a support network increases pressure on parents because they are unable to discuss worries with other people such as family friends and their wider community. This means that parents and their children become isolated, which is another factor that increases the risk of child abuse.

The risks associated with child abuse vary considerably depending on the individual child; some children manage to avoid adverse outcomes regardless of what has happened to them, whereas for other children, the effects of child abuse can be long-term and have a debilitating effect on their ability to engage in society and live in a way that promotes a high quality of life and good mental and physical health.

11) Types of Abuse

- **Neglect** - A passive form of abuse in which the perpetrator is responsible to provide care, for someone, who is unable to care for oneself, but fails to provide adequate care to meet their needs. Neglect may include failing to provide sufficient supervision, nourishment, medical care or other

needs. Neglect is the most common form of abuse for children and is found in about 60% of all referred cases of abuse.

- **Physical** - Contact intended to cause feelings of intimidation, injury, or other physical suffering or bodily harm. Examples include hitting, slapping, pushing, biting and restraining.
- **Emotional** - Threats or actions to cause mental or physical harm, humiliation or isolation. Emotional abuse can include threatening a child or trying to coerce them through harassment, verbal abuse or isolation.
- **Sexual** - The forcing of undesired sexual behaviour by one person upon another. This can be direct abuse of the other person such as rape or sexual touching or by making someone watch images of a sexual nature. Sexual abuse comes about when sexual acts have not been consented to.
- **Domestic** - The abuse of one partner within an intimate or family relationship using repeated, random and habitual measures to intimidate or control a partner. Children who are witnesses to this behaviour can be significantly affected by what they see and hear. Domestic abuse also involves honour-based violence where children are targeted because they have brought shame to a family or they have violated cultural or religious rules.
- **Bullying** - Repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear.
- **Modern slavery** - This type of abuse encompasses slavery, human trafficking and forced labour. The individuals who perpetrate this form of abuse will use whatever they have at their disposal to coerce, deceive and force individuals into a life they have not agreed to, which is likely to be inhumane and abusive. Slavery and trafficking can apply to children equally as much as adults.
- **Munchausen syndrome by proxy (fabricated or induced illness – FII)** - This form of abuse is serious but quite rare. It occurs when a parent or carer (most often a child's biological mother) exaggerates or deliberately causes the symptoms of illness in the child.
- **Female genital mutilation (FGM)** - FGM is the partial or total removal of female genitalia, through cutting, injuring or changing when there is no medical reason to do so. It is usually carried out on young girls between infancy and the age of 15, most commonly before the onset of puberty. It is illegal in the UK.

12) Signs of Abuse

Neglect:

- Unkempt appearance
- Constant hunger
- Unattended medical issues
- Abuse of alcohol or drugs
- Inappropriate clothing for the weather
- Frequent illness
- Being unsupervised for long periods with no explanation
- Becoming withdrawn
- Low self-esteem
- Failure to ensure that medication is taken
- Living in unsafe conditions.

Physical:

- Multiple bruises
- Fractures and dislocations
- Scratches and cuts
- Loss of clumps of hair
- Black eyes or bruised ears
- Scalds or burns

- A history of unexplained minor falls or accidental poisonings
- Explanations that are not consistent with injuries
- Deterioration of health with no obvious cause
- Withdrawal and mood changes
- Reluctance for the individual to be with specific people
- Others not allowing access to the child.

Emotional:

- Reluctance for the individual to be with specific people
- Continual references to the individual in a derogatory way by other
- Being overly affectionate to strangers
- Lack of confidence
- Severe anxiety
- Aggression towards others
- The individual is not allowed to speak their opinion
- Disturbed sleep patterns.

Sexual:

- Bruises around the genital area
- Bite marks or scratches
- Recurrent sexually transmitted infections
- Blood in underwear
- Abdominal pain that has no apparent cause
- Pregnancy
- Provocative and inappropriate sexual behaviour
- Self-harming
- Aggression towards others
- Refusal to undress in front of others
- Reluctance for the individual to be with specific people
- Sexual abuse of others.

Domestic:

- Suddenly becoming aggressive without an obvious cause
- Displays of anti-social behaviour
- Withdrawal with signs of depression
- Not doing well at school for no apparent reason
- Sleep problems
- Minor medical complaints with no obvious source
- Hypervigilance
- Increased separation anxiety
- Easily distracted
- Changes in play behaviour.

Bullying:

- Withdrawal
- Reluctance to be with certain individuals
- Unexplained injuries
- Aggressive towards others
- Lowering of confidence and self-esteem.

Modern slavery:

- Signs of physical or emotional abuse
- Rarely allowed to travel alone
- Appearing to be under the control of someone else

- Few or no personal belongings
- Hesitation when speaking with strangers.

Munchausen syndrome by proxy (fabricated or induced illness – FII):

- Attempting to persuade healthcare professionals that their child is ill when it is evident that they are perfectly healthy
- Exaggerating or lying about symptoms
- Manipulating test results, such as putting sugar in a urine test to suggest a child has diabetes
- Deliberate inducement of symptoms, such as poisoning a child
- Repeated hospitalisation with strange symptoms.

Female genital mutilation (FGM):

A child at immediate risk of FGM may ask you directly for help. But even if they don't know what's going to happen, there may be other signs. You may become aware of:

- a relative or 'cutter' visiting from abroad
- a special occasion or ceremony to 'become a woman' or prepare for marriage
- a female relative being cut – a sister, cousin, or an older female relative such as a mother or aunt
- a family arranging a long holiday or to visit family overseas during the summer holidays
- unexpected, repeated or prolonged absence from school
- a girl struggling to keep up in school and the quality of her academic work declining
- a child running away from or planning to leave home.

A child or woman who's had female genital mutilation (FGM) may:

- Difficulties with urination
- Constant pain
- Incontinence
- Frequent vaginal, pelvic or urinary infections
- Menstrual problems
- Kidney damage
- Cysts and abscesses
- Discomfort when sitting or standing
- Appearing anxious or depressed
- Reluctance to undress or undergo medical examinations
- Unusual absences from school or college.

These definitions and indicators are not meant to be definitive, but to be viewed as guidance. It is important to remember that many children may exhibit some of these indicators at some time and that the presence of one or more should not be taken solely as proof that abuse is occurring. There are many kinds of support available to children and young people who have experienced abuse once it has been disclosed or identified.

13) Radicalisation and Prevent

As of July 2015 based on Counterterrorism and security act. Duty is known as 'Prevent Duty'.

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. It includes calls for the death of members of the British armed forces (HM Government, 2011).

If a child or young person is being radicalised their day-to-day behaviour may become increasingly centred around an extremist ideology, group or cause. For example, they may:

- spend increasing amounts of time talking to people with extreme views (this includes online and offline communication)
- change their style of dress or personal appearance
- lose interest in friends and activities that are not associated with the extremist ideology, group or cause
- have material or symbols associated with an extreme cause
- try to recruit others to join the cause
- Disclosures about exposure to extremist actions or materials
- Graffiti or art suggesting an extremist message
- Accessing or attempting to access extremist material online
- Changes in behaviour that may indicate radicalisation is occurring
- Use of 'hate' terms to incite violence
- Intolerance or difference
- Anti-western or Anti-British views

The Prevent duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism. Childcare providers can also build pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views.

The fundamental **British values** are:

- democracy.
- the rule of law.
- individual liberty.
- mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

If you think a child or the people around them are involved in radicalisation and there is an immediate risk of harm, call 999 straight away. If it isn't an emergency, follow Globe Fit's reporting procedure stated above.

It is our duty to report anything we see or hear that leads us to think that a child or vulnerable adult may be neglected or suffering any kind of abuse.

14) Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned both when an allegation is made and whilst it is being investigated. Confidentiality can only be broken, and a concern shared when it is in the best interest of the child, vulnerable adult or public to do so.

All records will be written, stored and destroyed with due regard for confidentiality and in line with Globe Fit's policies and in adherence with the Data Protection Act. Staff will be trained and supported to maintain and store accurate records.

15) Whistleblowing policy

This policy covers concerns that staff have about the conduct of individuals in a position of trust within the organisation, which could be detrimental to the safety or wellbeing of adults and children and where staff, for whatever reason, feel unable to raise them under the organisation's standard complaints procedures. See Whistle-blowing Policy.

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We are committed to reviewing our safeguarding policy annually.

This policy was last reviewed and approved on.....08/03/2024

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