Safeguarding and Child Protection Policy

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This policy will be reviewed annually as a minimum, unless lessons learnt or new legislation, national or local guidance suggests the need for an earlier date of review.

Designated Safeguarding Lead: Kate Campbell-Green

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Section 1: Introduction

This child protection and safeguarding policy outlines how Amplify Yourself Ltd. will safeguard and promote children's welfare to keep children and young people safe from abuse, neglect, and

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exploitation. The policy applies to all adults, including, but not limited to associate colleagues, freelance colleagues and volunteers working in or on behalf of Amplify Yourself Ltd.

Safeguarding and promoting the welfare of children is defined as:

Protecting children from maltreatment

Preventing the impairment of children's mental and physical health or development

Ensuring that children grow up in circumstances consistent with the provision of safe and effective care

Taking action to enable all children to achieve the best outcomes

Children includes everyone under the age of 18.

We help to keep children safe by:

Facilitating safe environments, ensuring local safeguarding processes and procedures are adhered to when working in person with children and young people

Acting in the best interests of children to protect them online

Ensuring that the relevant DSL and/or agencies, including the local MASH or police, are made aware immediately of any child who demonstrates signs of abuse. This can include, but is not limited to, neglect, abuse (including by other children), grooming or exploitation

Using safe recruitment processes and managing allegations that may meet the harm threshold and allegations/concerns that do not meet the harm threshold, referred to as low-level concerns

All colleagues, associates and volunteers will receive appropriate safeguarding induction and training before undertaking child-facing work. Amplify Yourself Ltd will carry out safer recruitment checks appropriate to each role, including Disclosure and Barring Service (DBS) and barred-list checks only where legally eligible and appropriate.

We will ensure that all individuals, institutions and organisations we work with are aware of our child protection/ safeguarding policy by ensuring that it is on our website.

Safeguarding and child protection policy statement

Where safeguarding is concerned, we maintain an attitude of “it could happen anywhere”. We recognise that everyone has a role to play to keep children safe; this includes ensuring children feel heard and understood, identifying concerns, sharing information, and taking prompt action. Safeguarding and child protection is incorporated in all relevant aspects of processes and policy development.

All systems, processes and policies operate with the best interests of a child at their centre.

We recognise that we have an important role to play as set out in Working Together to Safeguard Children (current edition). As an organisation working with children and young people, we understand our role within specific and local safeguarding arrangements and operate in accordance with the relevant multi-agency procedures. Our DSL is Kate Campbell-Green who can be contacted by email: kcg@amplifyourself.com and this email is checked daily. An ‘out of office’ message is operational during holidays.

This policy enables Amplify Yourself to carry out our functions to safeguard and promote the welfare of children and must be read alongside key guidance:

- Working Together to Safeguard Children (current edition)

- Keeping Children Safe in Education (current edition)
- Human Rights Act (1998)
- Equality Act (2010)
- Data Protection Act (2018) and UK GDPR

Section 2: What is abuse?

Abuse is a form of maltreatment of a child which may be caused by an adult, adults or by another child or children inflicting harm or by failing to prevent harm. The abuse can be physical, sexual, neglect or emotional, including witnessing the ill treatment of others, such as domestic abuse. Children can be at risk of abuse inside and outside of their home, in their community, inside and outside the school and online. Safeguarding issues can put children at risk of harm. Behaviours linked to drug taking and or alcohol misuse, deliberate absence from or going missing from education, serious violence (including county lines), radicalisation, consensual/non-consensual sharing of nude and semi-nude images can be signs that children are at risk. Abuse, neglect, and safeguarding issues are rarely stand-alone events; in most cases multiple issues will overlap with one another. Safeguarding action may be needed to protect children from the following risks, which include abuse perpetrated by other children as well as by adults:

Any concerns that a child has suffered or is at risk of suffering physical abuse, sexual abuse, emotional abuse, or neglect

Bullying, including online bullying and prejudice-based bullying, racist, disability and homophobic or transphobic abuse

Gender-based violence/violence against women and girls

Sexual harassment, online sexual abuse, and sexual violence between children. Online abuse can include sending abusive, harassing, and misogynistic or misandrist messages; sharing nude and semi-nude images and videos; and coercing others to make and share sexual imagery

Radicalisation and/or extremist behaviour

Child sexual exploitation and child criminal exploitation, including county lines

Risks linked to using technology and social media, including online bullying; the risks of being groomed online for exploitation or radicalisation; and risks of accessing and generating inappropriate content, for example youth produced sexual imagery

Abuse within intimate personal relationships between children (sometimes known as ‘teenage relationship’ abuse)

Upskirting

Substance misuse – drugs and alcohol

Gang activity and serious violence, particularly affecting young males who have been excluded, have experienced trauma and have been involved in offending

Domestic abuse

Forced marriage, marriage/civil partnership under the age of 18, virginity testing or hymenoplasty, female genital mutilation and so-called ‘honour-based’ abuse

Children with Perplexing Presentations (PP) in whom illness is fabricated or induced (FII)

Homelessness

Other issues not listed here but that pose a risk to children Further information about indicators of abuse and neglect as well as safeguarding risks noted above are located in Keeping Children Safe in Education (current edition).

Section 3: Roles and Responsibilities

Anyone working with children and young people through or on behalf of Amplify Yourself Ltd. will have an appropriate induction, which will include organisation vision/ethos, aspirations, and expectations of all colleagues representing the organisation, as well as what is considered acceptable and what is not. Where appropriate, they will also be referred to specific systems and policies within the school, organisation or institution they will be working with which support safeguarding and child protection. All colleagues will:

Know what to do if a child tells them they are being abused, exploited, or neglected and will be able to reassure children they are being taken seriously, will be supported, and kept safe

Know what to do if a child shares, produces, or receives a sexual communication, including sharing nudes/ semi-nudes

Know what to do if a parent or carer shares any concerns about a child

Be aware:

o Children may not feel ready or know how to tell and/or might not recognise their experiences as harmful and that certain children may face additional barriers to telling

o Any child may benefit from early help and be alert to the need for early help for some groups of children

o Of the indicators of abuse, exploitation, and neglect, understand that children can be at risk inside and outside of the school, in their home, institutional or community setting and online

o Children can abuse other children, referred to as child-on-child abuse, and the school policy to prevent and respond to it

o Children with special education needs or disabilities (SEND), particularly those with neurodevelopmental conditions such as autism, as well as those with certain medical or physical health conditions are particularly vulnerable to online and offline abuse, exploitation, and neglect - and also face additional barriers to the recognition of this abuse

o In addition to children with SEND, that some groups of children are potentially at greater risk of harm, including children who need a social worker, children absent or missing from education or who are electively home educated, children requiring mental health support, looked after/previously looked after children and children who are, or may be, lesbian, gay, bi, or trans (LGBTQ+) o Technology is a significant component in many safeguarding and well-being issues

o Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation

o That children's poor behaviour may be a sign that they are suffering harm or that they have been traumatised by abuse

o Of the ‘one chance’ rule with suspected or actual victims of forced marriage and so called ‘honour-based’ abuse. That is, they may only have one opportunity to speak to a victim or potential victim to offer appropriate support and advice

o Of the possible indicators, alongside other factors, and contexts, that a child is likely to be susceptible to an extremist ideology o Of the indicators which may signal children are at risk from, or involved with, serious violent crime

Have the skills, knowledge and understanding to keep looked after children and previously looked after children safe

Report any safeguarding concern without delay to the host organisation’s designated safeguarding lead (where applicable) and to Amplify Yourself Ltd’s DSL. If neither is available, do not delay a necessary referral to children’s social care or the police.

Work with the designated safeguarding lead and do everything they can to support social workers to help them carry out a statutory assessment

Be mindful that early information sharing is vital to identifying and tackling all forms of abuse and neglect and in promoting children's welfare, including in relation to their educational outcomes

Role of the designated safeguarding lead

Whenever Amplify Yourself Ltd.’s DSL receives information regarding concerns about a child, they will:

Review information received and ensure they have a robust and comprehensive report of the concerns

Where appropriate, liaise with the school, organisation or institution’s DSL or deputy DSL to ensure that they have all information required and to establish any further action needed

Where appropriate, refer concerns promptly to the relevant local authority children’s social care service or police. The DSL will document the decision, actions taken, responsible persons and follow-up.

Safeguarding records: concerns, disclosures, referrals, decisions and follow-up must be recorded factually and promptly, stored securely with restricted access, and shared only where necessary to protect children or meet legal duties. Safeguarding information may be shared without consent where lawful and necessary; data protection rules do not prevent appropriate safeguarding information-sharing. Retention and deletion follow the organisation’s documented retention arrangements.

Concerns about adults working for or on behalf of Amplify Yourself Ltd: allegations that an adult has harmed or may pose a risk of harm to a child must be referred without delay to the appropriate local authority designated officer (LADO), in line with local arrangements, before any internal investigation. Lower-level concerns that do not meet the harm threshold must be documented, reviewed for patterns and managed proportionately. Where a concern involves the DSL, report it directly to the host organisation’s DSL (if relevant), the LADO or children’s social care; the person concerned must not manage their own allegation.

For child protection referrals, use the children’s social care referral route for the local authority where the child lives or is at risk. Check the relevant local safeguarding partnership website for current contact details and out-of-hours arrangements. For immediate danger call 999. For allegations about adults, contact the relevant local authority designated officer (LADO).

Section 4: Key safeguarding contacts

Amplify Yourself Designated Safeguarding Lead: Kate Campbell-Green: kcg@amplifyourself.com

Police - 999 for emergencies or 101 for non-emergencies

Female genital mutilation (FGM): regulated professionals subject to the mandatory reporting duty must report known cases in girls under 18 directly to the police. Other concerns must be referred through safeguarding procedures; seek police advice via 101 where appropriate.

NSPCC helpline for adults Helping adults protect children 24 hours a day. contact the NSPCC trained helpline counsellors on: Text 88858 0808 800 5000 help@nspcc.org.uk

NSPCC helpline Report Abuse in Education Bespoke helpline for children and young people who've experienced abuse at school, and for worried adults and professionals who need support and guidance: 0800 136 663 help@nspcc.org.uk

NSPCC Whistleblowing Advice Free advice and support for professionals concerned about how child protection issues are being handled in their organisation: 0800 028 0285 help@nspcc.org.uk UK

UK Safer Internet Centre: professional online-safety advice — check current contact details at saferinternet.org.uk before use.

Police Anti-Terrorist Hot Line number 0800 789 321

National Domestic Abuse Helpline (Refuge): 0808 2000 247.

Harmful Sexual Behaviour Support Services: SWGfL Harmful Sexual Behaviour Support Service for the children's workforce 0344 2250623 or email hsbsupport@swgfl.org.uk

Stop It Now! helpline (concerns about child sexual abuse): 0808 1000 900.

Section 5: Ensuring a safe environment for all children and young people

Amplify Yourself Ltd. understand their role and responsibilities in helping to ensure children and young people are kept from harm or the risk of harm.

A positive and supportive environment is promoted when interacting with children and young people which gives them a sense of being valued. Amplify Yourself Ltd. are aware that psychological safety is equally as important as physical safety and is committed to facilitating a respectful, kind and positive learning environment.

All prospective venues will be subject to a site visit and risk assessment prior to any activity taking place with children and young people. Any specific or individual risk assessments will be undertaken prior to attending the venues and each venue will be appraised of any specific needs of children and young people with the relevant assurances secured before visits take place.

Vulnerable children

We recognise that some groups of children are potentially at greater risk of harm than others and will use any sensitive information disclosed to us about specific needs to ensure that we are able to support the child's safety, welfare and educational outcomes at all times. In addition, we will work with other named professionals or organisations as appropriate.

Children who require mental health support

Amplify Yourself Ltd. understand their role in supporting the well-being and mental health of children and young people. Mental health problems can be an indicator that a child has suffered or is at risk of suffering abuse, neglect, or exploitation. Any children or young people needing specific mental health support should be identified to the organisation in advance, where possible. Should any mental health

needs become apparent during interaction, the DSL will liaise with the relevant organisation, institution or responsible adult.

Section 6: Responding to concerns about a child's welfare

Key points to remember for anyone working with children and young people:

In an emergency take the action necessary to help the child, for example, call 999

Do not assume another professional will take action and share information that might be critical to keeping a child safe. Early information sharing is vital in keeping children safe, whether this is when problems first emerge, or when a child is already known to local authority children's social care

If the concerns are about sharing nudes and semi-nudes do not view, copy, print or share the images

Share information on a need-to-know basis only – do not discuss the issue with colleagues, friends, or family

Make an accurate, dated and factual record as soon as possible, ideally on the same day, noting the child's own words, the concern, action taken and whom it was shared with. Do not delay urgent protective action to complete paperwork.

When working in a school or educational institution:

Report concerns without delay to the host organisation's DSL or deputy and to Amplify Yourself Ltd's DSL. Where a child is in immediate danger, call 999. If the DSL is unavailable, contact local authority children's social care or police directly as appropriate; do not wait until the end of the day.

If a host DSL is unavailable, notify the senior responsible person and make any necessary direct referral. Confirm the concern and action taken with the relevant DSL as soon as possible.

- Seek support for yourself if you are distressed – in the first instance speak to the DSL of Amplify Yourself Ltd. who may refer you to a counselling service.

There may also be occasions when you suspect that a child may be at risk, but you have no 'real' evidence or that the child may need support with their mental health. The child's behaviour and or appearance may have changed, their attendance may have reduced, their ability to concentrate and focus may have altered, or you may have noticed other behavioural and or physical but inconclusive signs. In these circumstances, you should try to give the child the opportunity to talk. The signs you have noticed may be due to a variety of factors and it is fine to ask the child if they are alright or if you can help in any way. It is not a colleague's responsibility to determine the truth of any disclosure or allegation; this is the responsibility of local authority children's social care. All colleagues, however, have a duty to recognise where extra support is needed or where there are complex needs or child protection concerns requiring intensive or specialist support.

Remember: If you are unsure, you should always have a discussion with the designated safeguarding lead or their deputy. If a child chooses to tell a colleague about a concern or abuse It takes a lot of courage for a child, parent, carer, or other significant adult to disclose that they are worried or have concerns. They may feel ashamed, the abuser may have threatened what will happen if they tell, they may have lost all trust in adults, or they may believe, or have been told, that

the abuse is their own fault. It is important they are reassured that they are being taken seriously, and that they will be supported and kept safe.

They should not be made to feel they are creating a problem, blamed or ashamed for making a report.

Where appropriate and practical, another suitable colleague may be present for a disclosure. Never delay listening to a child or taking protective action in order to arrange this.

If a child or adult talks to you about any risks to a child's safety or wellbeing you will need to let them know that you must pass the information on – you are not allowed to keep secrets. The point at which you do this is a matter for professional judgement.

During your conversation with the child (or their parent/carer):

Allow them to speak freely, listen to what is being said without interruption and without asking leading questions

Keep questions to a minimum and of an open nature ('TED questions' tell me, explain, describe) i.e., 'can you tell me what happened?' rather than 'did x hit you?'

Remain calm and do not overreact – the child (or their parent/carer) may stop talking if they feel they are upsetting you

Give reassuring nods or words of comfort – 'I'm so sorry this has happened', 'I want to help', 'This isn't your fault', 'You are doing the right thing in talking to me'

Avoid admonishing the child or adult for not disclosing earlier. Saying 'I do wish you had told me about this when it started' or 'I can't believe what I'm hearing' may be your way of being supportive but they may interpret it that they have done something wrong

Do not be afraid of silences – remember how hard this must be for the child or adult Under no circumstances ask investigative questions – such as how many times this has happened, whether it happens to siblings too, or what do other family members think about all this

At an appropriate time tell the child or adult that to help them you must pass the information on

Do not automatically offer any physical touch as comfort; it may be anything but comforting to a child who has been abused

Explain what will happen next as clearly and sensitively as possible, without making promises about timing, outcomes or confidentiality that cannot be guaranteed.

Report the concern promptly to the relevant DSL, or directly to statutory services if necessary.

Record the disclosure promptly, securely and factually, including the child's own words where possible, and share it through the agreed safeguarding reporting route.

Children should not be asked to write statements about abuse or any concerns that may have happened to them or sign the safeguarding record

Seek support if you feel distressed. This may be sometime after the disclosure