



# Child Protection & Safeguarding Policy and Procedure

## **Introduction**

Everyone who participates at London Tigers is entitled to do so in an enjoyable and safe environment. London Tigers have a moral and legal obligation to ensure that, when given responsibility for Children and Young People we provide them with the highest possible standard of care.

London Tigers is committed to devising and implementing policies so that everyone accepts their responsibilities to safeguard children from harm and abuse. This means following procedures to protect children and young people and report any concerns about their welfare to appropriate authorities.

The aim of the policy is to promote good practice, providing children and young people with appropriate safety/protection whilst in the care of London Tigers and to allow staff and volunteers to make informed and confident responses to specific child protection issues.

**A child/young person is defined as a person under the age of 18 (Children's Act 1989)**

## **Policy Statement**

London Tigers is committed to the following:

- The welfare of the child/ young person is paramount.
- All children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in activities in a fun and safe environment.
- Taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings.
- All suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately.
- All London Tigers managed employees who work with children and young people will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and child protection procedures.
- Working in partnership with parents and children is essential for the protection of children and young people.

## **Monitor and review the policy and procedures**

The implementation of procedures should be regularly monitored and reviewed. The Designated Safeguarding Lead should regularly report progress, challenges, difficulties, achievements, gaps and areas where changes are required to the management committee.

The policy should be reviewed annually or whenever there is a major change in the organisation or in relevant legislation.

## **Promoting Good Practice**

### **Introduction**

It is not always easy to distinguish poor practice from abuse. It is therefore, **NOT** the responsibility of employees or participants to make judgements about whether or not abuse is taking place. It **IS** however their responsibility to identify poor practice and possible abuse and act if they have concerns about the welfare of the child/ young person, as explained in section 4.

This section will help you identify what is meant by good practice and poor practice.

### **Good Practice**

All personnel should adhere to the following principles and action:

- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Make the experience fun and enjoyable: promote fairness, confront and deal with bullying.
- Treat all young people equally, with respect and dignity.
- Always put the welfare of the young person first.
- Maintain a safe and appropriate distance with children/ young people (e.g. it is not appropriate for staff or volunteers to have an intimate relationship with a child or to share a room with them).
- Avoid unnecessary physical contact with children / young people. Where any form of manual/physical support is required it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given.
- Involve parents/ carers wherever possible, e.g. where children/young people need to be supervised in changing rooms, encourage parents to take responsibility for their own child. If groups have to be supervised in changing rooms always ensure parents, staff etc, to work in pairs.
- Gain written parental consent for any significant travel arrangements e.g. overnight stays.

- Ensure that if mixed groups are taken away, they should always be accompanied by a male and female member of staff.
- Ensure that at away events adults should not enter a young person's room or invite young people to their rooms.
- Be an excellent role model, this includes not smoking or drinking alcohol in the company of young people.
- Always give enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of the young person and do not risk sacrificing welfare in a desire for club or personal achievements.
- secure written parental consent to act in loco parentis, to give permission for the administration of emergency first aid or other medical treatment if the need arises.
- Keep a written record of any injury that occurs, along with details of any treatment given.
- We will ensure that there is a minimum of 2 responsible adults or more around any children/Vulnerable sessions at all times. We will ensure that we will work to a maximum ratio of 2:30 is applied, Meaning 2 adults per 30 children maximum.
- We will ensure that all staff adhere to a **code of conduct**. This will state that all people will be spoken to and treated with respect. We will also expect staff/volunteers to be appropriate in behaviours at all times. Along with the minimum of 2 staff/volunteers per session, this will help avoid any inappropriate behaviour from individuals.

### **Poor Practice**

The following are regarded as poor practice and should be avoided by all personnel:

- Unnecessarily spending excessive amounts of time alone with young people away from others.
- Taking young people alone in a car on journeys, however short.
- Taking young people to your home where they will be alone with you.
- Sharing a room with a young person.

- Engaging in rough, physical or sexually provocative games, including horseplay.
- Allow or engage in inappropriate touching of any form.
- Allowing young people to use inappropriate language unchallenged.
- Making sexually suggestive comments to a child/ young person.
- Reducing a young person to tears as a form of control.
- Allow allegations made by a young person to go unchallenged, unrecorded or not acted upon.
- Do things of a personal nature that the young person can do for themselves.
- When a case arises where it is impractical/ impossible to avoid certain situation e.g. transporting a child /young person in your car, the tasks should only be carried out with the full understanding and consent of the parent/care and the child/young person involved.
- If during your care you accidentally hurt a child/ young person, the child /young person seems distressed in any manner, appears to be sexually aroused by your actions and/or if the young person misunderstands or misinterprets something you have done, report any such incidents as soon as possible to another colleague and make a written note of it. Parents should also be informed of the incident.

## Defining Child Abuse

### Introduction

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm, it commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a young person regardless of their age, gender, race or ability.

There are four main types of abuse: **Physical abuse, Sexual abuse, Emotional Abuse and Neglect.** The abuser may be a family member, someone the child /young person encounters in residential care or in the community, including sports and leisure activities. Any individual may abuse or neglect a child /young person directly, or may be responsible for abuse because they fail to prevent another person harming the young person.

Abuse in all of its forms can affect a child/ young person at any age. The effects can be so damaging that if not treated may follow the individual into adulthood.

Children / Young people with disabilities may be at increased risk of abuse through various factors such as stereotyping, prejudice, discrimination, isolation and a

powerlessness to protect themselves or adequately communicate that abuse had occurred.

## Types of Abuse

**Physical Abuse:** where adults physically hurt or injure a young person e.g. hitting, shaking, throwing, poisoning, burning, biting, scalding, suffocating, and drowning. Giving young people alcohol or inappropriate drugs would also constitute child abuse.

This category of abuse can also include when a parent/carer reports non-existent symptoms or illness deliberately causes ill health in a young person they are looking after. This is called Munchausen's syndrome by proxy.

**Emotional Abuse:** The persistent emotional ill treatment of a child/young person, likely to cause severe and lasting adverse effects on the child/ young person's emotional development. It may involve telling a child/young person they are useless, worthless, unloved, and inadequate or valued in terms of only meeting the needs of another person. It may feature expectations of child /young people that are not appropriate to their age or development. It may cause a child /young person to be frightened or in danger by being constantly shouted at, threatened or taunted which may make the young person frightened or withdrawn.

Ill treatment of children/ young people, whatever form it takes, will always feature a degree of emotional abuse.

Emotional abuse may occur when the child/ young person is constantly criticised, given negative feedback, expected to perform at levels that are above their capability. Other forms of emotional abuse could take the form of name calling and bullying.

**Bullying:** May come from another child/ young person or an adult. Bullying is defined as deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. There are three main types of bullying.

It may be physical (e.g. hitting, kicking, slapping), verbal (e.g. racist or homophobic remarks, name calling, graffiti, threats, abusive text messages), emotional (e.g. tormenting, ridiculing, humiliating, ignoring, isolating from the group), or sexual (e.g. unwanted physical contact or abusive comments).

**Neglect:** Occurs when an adult fails to meet the child/ young person's basic physical and/or psychological needs, to an extent that is likely to result in serious impairment of the child's health or development. For example, failing to provide adequate food, shelter and clothing, failing to protect from physical harm or danger, or failing to ensure access to appropriate medical care or treatment.

Refusal to give love, affection and attention can also be a form of neglect.

Neglect could occur when a professional does not keep the child/ young person safe, or exposing them to undue cold/heat or unnecessary risk of injury.

**Sexual Abuse:** occurs when adults (male and female) use children / young people to meet their own sexual needs. This could include full sexual intercourse, masturbation, oral sex, anal intercourse and fondling. Showing children/ young people pornography or talking to them in a sexually explicit manner are also forms of sexual abuse.

**Radicalisation:** (Refer to London Tigers Prevent Policy) Occurs when someone starts to believe or support extreme views. They could be pressured to do things by someone else. Or they might change their behaviour and beliefs. This could happen if they feel:

- isolated and lonely or wanting to belong
- unhappy about themselves and what others might think of them
- embarrassed or judged about their culture, gender, religion or race
- stressed or depressed
- fed up of being bullied or treated badly
- angry at other people or the government
- confused about what they are doing.

Someone who has been radicalised might believe that sexual, religious or racial violence is normal behaviours. They might have links to extreme groups that preach hate like Nazi groups or Islamic extremists like Daesh, also known as ISIS or IS. By aiming to tackle the issues (listed above), we can aim to stop the risk of radicalisation.

Having extreme views can be dangerous and can often lead to harmful and illegal activities involving violence, attacks, discrimination or hate. If we suspect any radicalisation or suspicions we should report this to the NSO and, in turn, to the correct authority (NSPC/111/999/police departments).

We will use the practice from Working together to safeguard children (2018). The Working Together (2018) states that health professionals working with children should be able to:

- 1) Understand the risk factors and recognise children in need of support and/or safeguarding.
- 2) Recognise the needs of parents who may need extra help in bringing up their children and know when to refer if further help is needed.
- 3) Recognise the risks of abuse to children and the potential risk of abuse to the unborn child and are conversant with the steps to follow where concerns are present.
- 4) Respond to enquiries from other professional about children, their families and/or carers.

- 5) Liaise with other agencies, including other health professionals. Staff are also expected to share information where there are concerns about the safety and welfare of children, with relevant partners.
- 6) Assess the needs of children and the capacity of parents/carers to meet the needs of their children, including the needs of children who display sexually harmful behaviour.
- 7) Plan and respond to the needs of children and their families, especially those who are vulnerable.
- 8) Contribute to child protection conferences, family group conferences and strategy meetings.
- 9) Encourage parents whose children do not have a GP to register with one as soon as possible. It may be necessary to provide them with a list of GPs in their local area.
- 10) Contribute to planning support for children at risk of significant harm e.g. children living in house with domestic violence or parental substance misuse.
- 11) Help to ensure that children who have been abused and parents (e.g. those who have mental health problems) have access to appropriate services to support them.
- 12) Actively participate in the child protection plan to safeguard children from significant harm.
- 13) Contribute to serious case reviews and the implementation of any subsequent recommendation.

### **Online/ e-safety**

All staff and volunteers have the responsibility to support children and young people to stay safe and use internet responsibly by:

1. Educating children and young people about the potential risks and ways of avoiding/mitigating them.
2. Raising awareness of issues such as grooming, cyberbullying, technology-based sexual exploitation and pornography.
3. Providing children and young people with information about expert organisations and sources of help and advice.
4. Supporting parents and carers to effectively monitor their children's access to and use of internet and help their children stay safe online.

Key messages for children and young people:

1. Know who you're talking to, as people aren't always who they say they are.
2. Learn how to use and set security settings across a range of devices.
2. Keep your personal information private.



3. Know how to report on sites and services you are using. 4
4. Implications of owning a mobile and location services. 5
5. Understand your digital footprint.
6. Implications of self-taken images and video's

### **Reporting online/e-safety issues**

Grooming or other illegal behaviour; In an emergency dial 999, and otherwise visit [www.ceop.gov.uk](http://www.ceop.gov.uk)

Criminal content online Criminal content online, such as child sexual abuse images or criminally obscene adult content, should be reported to the Internet Watch Foundation at [www.iwf.org.uk/report](http://www.iwf.org.uk/report)

Content which incites hatred on the grounds of race, religion and sexual orientation, disability and transgender identity should be reported to True Vision at [www.reportit.org.uk](http://www.reportit.org.uk)

Media content inappropriate for children To complain about an advert, television or radio programme, film newspaper, magazine, video game or other content that is unsuitable for children to see or hear report it through ParentPort: [www.parentport.org.uk](http://www.parentport.org.uk)

Online scams Report financially motivated scams to Action Fraud online at [www.actionfraud.police.uk](http://www.actionfraud.police.uk)

### **Indicators of Abuse**

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a child is being abused may include one or more of the following:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- An injury for which an explanation seems inconsistent.
- The child/young person describes what appears to be an abusive act involving them.
- Another young person or adult expresses concern about the welfare of a child/ young person.
- Unexplained changes in a young person's behaviour e.g. becoming very upset, quiet, withdrawn or displaying sudden outbursts of temper.
- Inappropriate sexual awareness.

- Engaging in sexually explicit behaviour.
- Distrust of adult's, particularly those whom a close relationship would normally be expected.
- Difficulty in making friends.
- Being prevented from socialising with others.
- Displaying variations in eating patterns including over eating or loss of appetite.
- Losing weight for no apparent reason.
- Becoming increasingly dirty or unkempt.

#### **Signs of bullying include:**

- Behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down.
- An unexplained drop in engagement.
- Physical signs such as stomach aches, headaches, difficulty in sleeping, bed wetting, scratching and bruising, damaged clothes, bingeing e.g. on food, alcohol or cigarettes.
- A shortage of money or frequents loss of possessions.
- It must be recognised that the above list is not exhaustive, but also that the presence of one or more of the indications is not proof that abuse is taking place. It is **NOT** the responsibility of those working for London Tigers to decide that child abuse is occurring. It **IS** their responsibility to act on any concerns.

#### **Use of Photographic/Filming Equipment**

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of young people. All staff should be vigilant and any concerns should be reported to the safeguarding officer.

London Tigers uses a membership form to capture information such as medical needs and consent for taking photos to ensure there is clear rationale for this. Anonymised data for young people may also be used for monitoring purposes based on funders' requirements.

## Responding to Suspicions and Allegations

### Introduction

It is not the responsibility of anyone working in London Tigers in a paid or unpaid capacity to decide whether or not child abuse has taken place. However there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make inquiries and take necessary action to protect the young person. This applies **BOTH** to allegations/suspicions of abuse occurring within London Tigers and to allegations/suspicions that abuse is taking place elsewhere.

This section explains how to respond to allegations/suspicions.

### Receiving Evidence of Possible Abuse

We may become aware of possible abuse in various ways. We may see it happening, we may suspect it happening because of signs such as those listed in section 3 of this document, it may be reported to us by someone else or directly by the young person affected.

In the last of these cases, it is particularly important to respond appropriately. If a young person says or indicates that they are being abused, you should:

- **Stay calm** so as not to frighten the child/ young person.
- **Reassure** the child/ young person that they are not to blame and that it was right to tell.
- **Listen** to the child/ young person showing that you are taking them seriously.
- **Keep questions to a minimum** so that there is a clear and accurate understanding of what has been said. The law is very strict and child abuse cases have been dismissed where it is felt that the child has been led or words and ideas have been suggested during questioning. Only ask questions to clarify.
- **Inform** the child that you have to inform other people about what they have told you. Tell the child this is to help stop the abuse continuing.
- **Safety of the child** is paramount. If the child needs urgent medical attention call an ambulance, inform the doctors of the concern and ensure they are made aware that this is a child protection issue.
- **Record** all information.
- **Report** the incident to the safeguarding officer.

**In all cases if you are not sure what to do you can gain help from the LADO Team relevant to your area. (contact details are found on page 18 of the policy)**

The LADO team for the area can give you lots of advice on what actions to take further and where you can gain additional support and help.

## Recording Information

To ensure that information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern. In recording you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions.

Information should include the following:

- The child's name, age and date of birth.
- The child's home address and telephone number.
- Whether or not the person making the report is expressing their concern or someone else's.
- The nature of the allegation, including dates, times and any other relevant information.
- A description of any visible bruising or injury, location, size etc. Also any indirect signs, such as behavioural changes.
- Details of witnesses to the incidents.
- The child's account, if it can be given, of what has happened and how any bruising/injuries occurred.
- Have the parents been contacted? If so what has been said?
- Has anyone else been consulted? If so record details.
- Has anyone been alleged to be the abuser? Record detail.

## Reporting the Concern

All suspicions and allegations **MUST** be reported appropriately. It is recognised that strong emotions can be aroused particularly in cases where sexual abuse is suspected or where there is misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgement about any action to take.

London Tigers expects its members and staff to discuss any concerns they may have about the welfare of a child immediately with the person in charge and subsequently to check that appropriate action has been taken.

If the nominated safeguarding officer is not available you should take responsibility and seek advice from the LADO Team relevant to your area. (contact details are found on page 18 of the policy)

## Management of allegations against staff/volunteers.

Where there is a complaint against an employee or volunteer, there may be three types of investigation:

- **Criminal** in which case the police are immediately involved.
- **Child protection** in which case the social services (and possibly) the police will be involved.
- **Disciplinary or misconduct.**

As mentioned previously in this document, London Tigers are not child protection / safeguarding experts and it is not their responsibility to determine whether or not abuse has taken place. All suspicions and allegations must be shared with professional agencies that are responsible for child protection / safeguarding.

Social services have a legal responsibility under The Children Act 1989 to investigate all child protection referrals by talking to the child and family (where appropriate), gathering information from other people who know the child and making inquiries jointly with the police.

**NB: If there is any doubt, you must report the incident: it may be just one of a series of other incidences which together cause concern**

Any suspicion that a child/ young person has been abused by an employee or a volunteer should be reported to London Tigers' designated safeguarding officer who will take appropriate steps to ensure the safety of the child in question and any other child who may be at risk is safeguarded. This will include the following:

- London Tigers will refer the matter to social services (Local Safeguarding Board).
- The parent/carer of the child/young person will be contacted as soon as possible following advice from the Local Safeguarding Board.
- The Chief Executive should decide who will deal with any media inquiries and implement any immediate disciplinary proceedings.
- If the safeguarding officer is the subject of the suspicion/allegation the report must be made to the Chief Executive who will refer the matter to the Local Safeguarding Board.

Allegations of abuse are sometimes made sometime after the event. Where such allegation is made, you should follow the same procedures and have the matter reported to social services. Anyone who has a previous conviction for offences related to abuse against children is automatically excluded from working with children.

If you become concerned about the behaviour of an adult

- Do not dismiss your concerns
- Do not confront the person about whom you have concerns
- Report your concerns to your Designated Safeguarding Officer as soon as you can, and definitely before the end of the shift/day (see next section for relevant designated safeguarding officers)

### **Child on Child Abuse**

If allegations have been made against a child you should speak to the Designated Safeguarding Lead, who can advise you on the best way to proceed. If you confront the child about the allegations before taking advice, it may make the situation worse.

In order to prevent child on child abuse, we will expect all participants to agree and adhere to the **code of conduct**. If any allegations are found or brought forward we can speak to the child or guardian, depending on the situation. If the situation persists or is particularly severe. We would respond by contacting the relevant authority. We will make sure we collect all evidence of allegations and store them within our Safeguarding Folder. If any child is seen breaking our code of conduct we may ask them to not return to London Tigers.

For more advice about speaking to a child who may be behaving abusively, contact the NSPCC Helpline on [0808 800 5000](tel:08088005000) or by emailing [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

### **Whistleblowing**

It is VERY IMPORTANT you do not ignore or dismiss suspicions about another professional or colleague, however well or little you know them, or whatever position they may occupy in their organisation.

If your concerns are about your Designated Safeguarding Officer speak to the CEO. If your concerns are about CEO you should speak to Board of Trustee's.

Your concerns will be taken in confidence and even if they are subsequently seen to be mistaken, you will not suffer any adverse consequences for raising the concern. The only exception to this would be where it could be conclusively shown that the concerns were raised maliciously.

If a parent, carer or other member of the public tells you of their concerns about a young person or the behaviour of an adult

- Do not leave it to them to make their own referral to social care services. You should make your own report
- Take adequate details about their concern and the identity of the young person
- Report your concerns to your Designated Safeguarding Officer as soon as you can, and definitely before the end of the shift/day (see next section for relevant designated safeguarding officers)

Concerns raised by members of the public should always be taken seriously and where necessary London Tigers should take responsibility to make the referral to social care services.

If you are dissatisfied with the response to any of your concerns above, raise these again with your Designated Safeguarding Officer. If you are unable or unwilling to do this you can approach the Chief Executive.

### **Steps of reporting against staff/volunteers**

Any inappropriate or suspicious activity must be reported to the Safeguarding Lead for the organisation as soon as possible. This can be any level of concerns, with concerns such as favouritism being shown as an indicator of abuse.

All staff and Volunteers and peoples involved with London Tigers must contact the designated Safeguard Lead for the organisation (unless the concern is about the DSL, then it will be the CEO), for suspicious or questionable inappropriate behaviours

If a child is at any immediate risk then people will need to contact the emergency services (police) on 999.

The designated safeguarding lead must ask advice from the local LADO team to when/where he will be making reports about allegation. The DSL can also contact the NSPCC for any immediate help if they can not gain help from the LADO. If they feel a child is at immediate risk then the police should be contacted as soon as possible.

### **Confidentiality**

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- The London Tigers designated safeguarding officer and Chief Executive.
- The parents of the child.
- The person making the allegation.
- Local Safeguarding Board / police.
- The alleged abuser (and parents if the alleged abuser is a child).

Seek Local Safeguarding Board advice on who should approach the alleged abuser.

All information should be stored in a secure place with limited access to designated people, in line with data protection laws and best practice.

### **Internal Inquiries and Suspension**

London Tigers will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.

Irrespective of the findings of the Local Safeguarding Board or police inquiries London Tigers will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision; especially where there is insufficient evidence to uphold any action by the police. In such cases London Tigers must reach a decision based upon the available information which could suggest that on the balance of probability, it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.

### **Safeguarding partners**

A safeguarding partner in relation to a local authority area in England is defined under the Children Act 2004 (as amended by the Children and Social Work Act, 2017) as:

- (a) the local authority
- (b) a clinical commissioning group for an area any part of which falls within the local authority area
- (c) the chief officer of police for an area any part of which falls within the local authority area

The three safeguarding partners should agree on ways to co-ordinate their safeguarding services according to Working together to safeguard children (2018).

London Tigers DSL and staff will work alongside these three safeguarding partners and be specific to each of the areas where works are carried out to abide by the Working together to safeguard children act (2018).

### **Recruiting and Selecting Personnel with Children**

#### **Introduction**

It is important that all reasonable steps are taken to prevent unsuitable people from working with children. This applies equally to paid staff and volunteers, both full and part time. To ensure unsuitable people are prevented from working with children the following steps should be taken when recruiting.

#### **Controlling Access to Children and Young People**

All staff and volunteers should complete an application form. The application form will elicit information about the applicants past and a self-disclosure about any criminal record.

Consent should be obtained from the applicant to seek information from the Criminal Records Bureau.

Two confidential references, including one regarding previous work with children should be obtained. These references **MUST** be taken up and confirmed through telephone contact.



Evidence of identity (passport or driving licence with photo).

### **Interview and Induction**

All employees and volunteers will be required to undertake an interview carried out to acceptable protocol and recommendations. All employees and volunteers should receive formal or informal induction during which:

- A check should be made that the application form has been completed in full, including sections on criminal records and self disclosures.
- Their qualifications should be substantiated.
- The job requirements and responsibilities should be clarified.
- They should sign up to the organization's Code of Ethics and Conduct
- Child Protection Procedures are explained and training needs identified e.g. basic child protection awareness.

### **Training**

In addition to pre-selection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

- Analyse their own practice against what is deemed good practice, and to ensure their practice is likely to protect them from false allegations.
- Recognise their responsibilities and report any concerns about suspected poor practice and/or abuse.
- Respond to concerns expressed by a child.
- Work safely and effectively with children.

London Tigers requires:

- All staff and volunteers who have access to children to undergo a DBS check.
- All employees and volunteers undertake relevant child protection training or undertake a form of home study, to ensure their practice is exemplary and to facilitate the development of positive culture towards good practice and child protection.
- All staff and volunteers to receive advisory information outlining good/bad practice and informing them what to do if they have concerns about the behaviour of an adult towards a child /young person.
- London Tigers will have a Nominated Safeguarding Officer

### **Numbers and Help with Any allegations**

<b>Child Protection Advice Line</b>	
Designated number of schools and Children's Centres.	020 7364 5000
<b>Multi-Agency Safeguarding Hub (MASH)</b>	020 7364 5000

To make a referral you need to complete the <b><u>interagency form</u></b> available on their webpage	
<b>Police Child Abuse Investigation Team (CAIT)</b>	020 8217 6484 (or use 999 if not available)

**Area Specific Lead: Local Authority Designated Officer (LADO):**

**Southall/Ealing Borough LADO**

asv@ealing.gov.uk / child.protection@ealing.cjsm.net

020 8825 8930

**Tower Hamlets LADO**

Contact Melanie Benzie for allegations against professionals, staff or volunteers:

020 7364 0677

07903 238827

**LADO@towerhamlets.gov.uk**

**Westminster LADO**

Telephone: 020 7641 7668

Email: LADO@westminster.gov.uk

**Westminster Reporting a concern:**

Westminster Access Team – Tel: 020 7641 4000

(Out of hours – 020 7641 6000)

Email: AccesstoChildrensServices@westminster.gov.uk

**Declaration**

On behalf of London Tigers the undersigned, will oversee the implementation of the Child Protection Policy and take all necessary steps to ensure it is adhered to.

London Tigers Designated Safeguarding Lead is Anam Hoque:  
Anam@londontigers.org  
07749 947000

This policy was updated and adopted by the employer:

**Name: Mesba Ahmed**

**Date:** ..... 29<sup>th</sup> Dec 2023 .....

**Position:** ..... CEO .....

**Signature:** 

**On behalf of the Board:**

**Name:** ..... ASLAM KHAN .....

**Date:** ..... 29/12/23 .....

**Position:** ..... TRUSTEE .....

**Signature:** 

**This policy should be reviewed annually.**

Version:	Date Reviewed:	Reviewed By:	Next Review Due:
1.1			
1.2			29/12/24
1.3			

