

Safeguarding policy

Dec 2019 to be reviewed Dec 2020

Safeguarding Lead for this period Adam Syrop



impact gamers : inspiring makers

Scope of Policy

This policy applies to **all** staff and **anyone** (“**worker**”) working on behalf of Impact Gamers C.I.C . It should be followed at **every** Impact Gamers session/event where young people are involved or when there is an interaction with students/students family.

The Purpose of this Policy:

To protect children and young people in our care from abuse or harm and to provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection; Impact Gamers C.I.C. believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to work in a way that protects them. We also have a responsibility to report and follow up any safeguarding concerns that involve those who have influence in the child’s life.

Impact Gamers workers should

- If required have a clean and current DBS related. A copy of the DBS details to be held by Impact Gamers.* DBS vetting to be done through the Impact Gamers ThirtyOne:Eight account if only a paper copy is available, give references before undertaking work.
- Complete and follow all child protection training and refresh it every two years.
- Fill out a self disclosure form every year.
- Challenge any inappropriate comments/language.
- Follow your training and record and if appropriate report any child protection concerns to the child protection officer adam@impactgamers.net 07952 228797. If urgent and the officer is unavailable contact ThirtyOne:Eight <https://thirtyoneeight.org/get-help/helpline/> 0303 003 11 11. Alternatively if a worker/parent/carer wishes to raise a safeguarding concern about their child or a child using the service, but for whatever reason, does not feel comfortable about reporting the incident to the Safeguarding Officer, they can use the following link <http://bradfordscb.org.uk/parents-and-carers/report-abuse/> to report the concern. Alternatively, these are the numbers that you can ring for advice and to make a referral:
 - During office hours call Children's Social Care Initial Contact Point - 01274 435600 - (8.30am to 5pm Monday to Thursday, 8.30am to 4.30pm on Friday)
 - At all other times, Social Services Emergency Duty Team - 01274 431010
 - If you have reason to believe that a child is at immediate risk of harm, contact the police on 999
- Have filled/read a basic risk assessment for the activity they will undertake
- Debrief with parents and other workers of any appropriate and relevant feedback from the young people.

Impact Gamers workers should NOT

- Put themselves in isolated situations with young people
- Work with young people without parent's permission, ideally written.
- Contact the child directly (under 16), all contact should go via the parent/carer. Unless agreed with parent and Safeguarding officer informed and agrees. We ask all contact is recorded and stored, i.e. favour emails/texts rather than calls, if calling make a note of the communication.
- Ever name call or tease the young people
- Allow play fighting.
- Promise confidence in anything a young person tells you.
- Touch the young people without permission unless required (e.g. medical reason, danger to self/others). If comforting a young person make sure you are supervised and only use a hand on the shoulder/sidewise arm around shoulder with permission from the young person

Online training resources

<https://safeguardingtraining.cofeportal.org/> - Accessed through our links with St Stephens Church, C0, C1 Safeguarding Basic Awareness and Foundation level

http://course.ncalt.com/Channel_General_Awareness/01/index.html - PREVENT course OR

<https://www.elearning.prevent.homeoffice.gov.uk/screen3> Longer more interactive PREVENT course

Definitions of abuse and possible signs of abuse

(These apply to both children and vulnerable adults)

Impact Gamers follow the definitions from the CofE Safeguarding details at

<https://thirtyoneeight.org/get-help/safeguarding-manual/england/1-safeguarding-policy/>

Physical Abuse: "Hitting, slapping, punching, kicking, hair-pulling, biting or pushing; rough handling, scalding or burning; administering physical punishments or inappropriate or unlawful use of restraint; deliberately making someone uncomfortable, involuntary isolation or confinement, misuse of medication, force-feeding or withholding food."

Domestic Abuse: "Any incident or pattern of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, who have been, intimate partners or family members. It also includes so-called 'honour' based violence, female genital mutilation and forced marriage. Domestic abuse can be psychological, physical, sexual, financial or emotional, and often includes some or all of these elements simultaneously."

Coercive Control: Section 76 of the Serious Crime Act 2015 created an offence of controlling or coercive behaviour in an intimate or family relationship, which occurs when a person repeatedly or continuously engages in behaviour towards another person to whom they are personally connected that is controlling or coercive, and that has a serious effect on their victim. Victims who experience coercive and controlling behaviour that stops short of serious physical violence, but amounts to extreme psychological and emotional abuse, can bring their alleged or known perpetrators to justice. The offence closes a gap in the law around patterns of controlling or coercive behaviour that occurs during a relationship between intimate partners, former partners who still live together, or family members.

Sexual Abuse: "Rape, attempted rape, or sexual assault. Inappropriate touch on any part of the body is sexual abuse, as is any sexual activity which the person lacks the capacity to consent to. Sexual abuse can also include inappropriate looking, sexual teasing, innuendo or sexual harassment, sexual photography, forced use of pornography, and indecent exposure."

Psychological or Emotional Abuse: "Enforced social isolation, removing mobility or communication aids, intentionally leaving someone unattended when they need assistance, preventing someone from meeting their religious or cultural needs, failure to respect privacy, or preventing the expression of choice and opinion. It may also include intimidation, coercion, harassment, use of threats, humiliation, bullying, or verbal abuse."

Financial or Material Abuse: "Theft of money or possessions; fraud; preventing someone accessing their own money; pressure of duress in connection with loans; wills; property; inheritance or financial transactions; denying necessary assistance or misuse of personal allowance, or other types of exploitation."

Modern Slavery: "Human trafficking, forced labour, domestic servitude, sexual exploitation such as prostitution, debt bondage."

Discriminatory Abuse: “Unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion, belief, sex or sexual orientation. Verbal abuse, harassment, denial of rights or substandard service relating to a protected characteristic.”

Organisation or Institutional Abuse: “Discouraging visits or involvement of friends or family; authoritative or absent leadership/management; abusive or disrespectful staff; inadequate staffing levels; failure to provide adequate physical needs, supervision and care, safety, or individual expression; not offering choice or independence.”

Neglect: “Failure to provide for basic physical, emotional or social needs; failure to administer medication; isolating a person; failing to respect their privacy or independence; failing to respect their religious, cultural or social needs.”

Self-Neglect: “Lack of self-care that threatens personal health or safety; inability to avoid self-harm; failure to seek help or access services; inability or unwillingness to manage one’s personal affairs.”

Spiritual abuse is not a category of abuse recognised in statutory guidance but is of concern both within and outside faith communities, including the Church (Protecting All God's Children 2010, Church 4th edition). Spiritual abuse is coercion and control of one individual by another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack (Oakley and Kinmond, 2013).

Safer recruitment

The Leadership will ensure all workers/volunteers/directors will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description for the post
- Those applying have completed an application including a self declaration form
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- A suitable training programme is provided for the successful applicant
- The applicant has been given a copy of the organisation’s safeguarding policy and knows how to report concerns.

Vulnerable adult policy

We do not work with adults in our main work of impact gamers, but may come into contact with them through family members of the students we work with.

A definition of a vulnerable adult is:

"A person who is 18 years of age or over, and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or serious exploitation."

(Law Commission - Who Decides?: Making decisions on behalf of mentally incapacitated adults 1997)

Although will not take on any activity that means we have a position of care over the adult, we still need to be aware that we should follow up properly on any signs of abuse as safeguarding is everyone's responsibility.