

# Safeguarding policy

Nov 2024 to be reviewed Sept 2025

Safeguarding Lead for this period Adam Syrop



## Scope of Policy

This policy applies to **all** staff and **anyone working** (“**worker**”) on behalf of [impact gamers : inspiring makers](#) Impact Gamers C.I.C. “worker” does not apply to students (Those attending sessions to learn) even when the student is 16yrs or over. This policy should be followed at **every** Impact Gamers session/event where “**young people**” (under 18’s) are involved or when there is an interaction with students/students’ families. When a 16yr/17yr old is at work placement at impact gamers, they may be considered a “**worker**” not “**young person**” See DBS [Regulated Activity with Children in England.pdf](#) booklet. This will be clearly explained to them, and “worker” training (including Safeguarding) will be given and “worker” expectations will be applied to them.

## 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

- Have a clean and current Enhanced DBS (Update service or paper copy within 3 years) to allow working unsupervised in a regulated activity ([DFE-00016-2014](#)) with young people. A copy of the DBS details to be held by Impact Gamers. DBS vetting to be done through the Impact Gamers’ ThirtyOne:Eight account.
- Complete and follow all child protection training and refresh it annually.
- Fill a self disclosure form every year. Immediately inform the safeguarding officer of any change.
- Challenge any inappropriate comments/language from workers or young people.
- Be a good role model in terms of behaviour and online / computer use.
- Follow your training and record and if appropriate report any child protection concerns to the child protection officer [adam@impactgamers.net](mailto: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 written/read/heard and follow a 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 young person directly all contact should go via the parent/carer. We ask all contact with an under 18 is recorded and stored, i.e. best to use whatsapp/texts from office phone or emails copying in other staff sent from work accounts rather than calls.
  - If a 'worker' knows a young person externally from impact gamers (family friend etc.) or if the 'worker' becomes friends with the young person or their family then they should let the Safeguarding officer know that they are in contact with the young person. The safeguarding officer will review the specifics of the situation.
- Link with the young person online (Become friends/followers online etc.)
- Ever namecall or tease the young people or workers.
- Allow fighting or play fighting.
- Allow access to inappropriate material in any form, digital, paper or verbal (i.e. challenge inappropriate conversations)
- Promise confidence in anything a young person tells you.
- Touch the young people/worker 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/worker.

## RESOURCES AND VULNERABLE ADULT APPENDIX FOLLOWS

### Online training resources

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

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

**Definitions of abuse and possible signs of abuse (These apply to both children and vulnerable adults)** Impact Gamers follow the definitions from 31:8 who we subscribe to safeguarding consultancy and support from.

Abuse is a single or repeated act, or lack of action, that happens within any relationship where there is an expectation of trust, which causes harm or distress to another person or violates their human or civil rights. It is the misuse of power and control, and can be perpetrated by a wide range of people, including those who are close to the person or those who have no previous connection to them.

**Physical abuse:** Physical abuse is the deliberate use of physical force by one person against another to cause harm.

**Emotional abuse:** Any persistent emotional ill-treatment that causes severe and long-lasting adverse effects on a person's emotional development.

**Neglect:** The failure to meet a person's basic physical or emotional needs which is likely to have a serious negative impact on their health or development.

**Sexual abuse:** Any behaviour perceived to be of a sexual nature which is unwanted or takes place without consent or understanding.

**Domestic abuse:** Any incident of threatening behaviour, violence, or abuse by one person against another where they are or have been intimate partners or family members.

**Financial abuse:** The attempted or actual misappropriation or misuse of a person's money, property, benefits, or other assets, by means of intimidation, coercion, deception, or other ways which the person doesn't or cannot consent to.

**Self-neglect:** When an adult lives in a way that puts their own health, safety or well-being at risk.

**Modern slavery (Human Trafficking):** The recruitment, movement, and holding of a person by improper means, such as force, threat or deception, for the purposes of exploitation or abuse.

**Discriminatory abuse:** When a person is treated unfairly, bullied, or abused because of a particular characteristic.

**Organisational abuse:** When a person is abused or mistreated within an institution such as a care home or hospital, or by an organisation providing care in the person's own home.

**Spiritual abuse:** A form of emotional and psychological abuse which is characterised by a pattern of coercive and controlling behaviour in a religious context.

## **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. In our training programme we do have adults attend in a work experience/training capacity in our IG Academy.

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