

Safeguarding Policy

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Family Front Door Worcestershire Children First: includes Children's Social Care, Education, Early Help and Fostering	<ul style="list-style-type: none">• 01905 822666 Weekdays 9.00 to 5.00pm (4.30 Fridays)• 01905 768020 (evenings and weekends)
Police	Call 999 in an emergency, e.g., when a crime is in progress, when there is danger to life or when violence is being used or threatened. For less urgent issues call local police on 101.
Ofsted	0300 123 1231 Contact Us Ofsted Parent View
Worcestershire Children First	Early Years and Childcare 01905 844048 EYCC@worcschildrenfirst.org.uk Contact us Information - Worcestershire Children First Education Services
Community Social Workers	How to contact Children's Social Care How to contact Children's Social Care Worcestershire County Council
Local Authority Designated Officer	01905 846221
Date of last review	December 2022

Introduction

This policy applies to all staff, senior managers, board of trustees, paid staff, volunteers, agency staff, students or anyone working on behalf of Fundamental Movement Academy (FMA).

The purpose of this policy

- To protect children and young people who receive services from FMA.
- To provide staff and volunteers with the overarching principles that guides our approach to safeguarding and child protection.



At Fundamental Movement Academy (FMA) we work with children and parents to ensure the welfare and safety of children. Children in our care have the right to be treated with respect and to be safe from any abuse in whatever form.

We aim to provide an environment in which children and young people will feel safe, secure and cared for in a stimulating environment which promotes the social, physical and moral development.

At FMA we are committed to raising the awareness of staff for the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.

FMA believes that a child or young person should never experience abuse of any kind (Including radicalisation and extremism.) We have the responsibility to promote the welfare of children and young people to keep them safe. We are committed to practice in a way that protects them.

To ensure that all adults within our setting who have access to children have been checked as to their suitability. Recruiting staff and volunteers safely, all Rainbows Day Care staff have a DBS through the setting.

We promote acceptance and tolerance of other beliefs and cultures (refer to our inclusion and equality policy for more information). Safeguarding is a much wider subject than the elements covered within this single policy. Therefore, this document should be used in conjunction with our other policies and procedures. Safeguarding children is everybody's responsibility. All staff, students and volunteers are made aware of and adhere to this policy.

Safeguarding is everyone's responsibility and therefore all adults working in the setting will:

- Take all necessary steps to keep children safe and well.
- Promote good health.
- Manage behaviour.
- Be alert to any issues for concern in the child's life at home or elsewhere.
- Follow the policies and procedures of the setting and notify the relevant person or agency without delay if concerns arise using our cause for concern form.
- Keep appropriate records and ensure all staff know how to record and store information about safeguarding.

Legal framework

- Children's act 1989, 2004
- Children and Families Act 2014
- United Convention of the Rights of Children 1990
- Data Protection Act 2018
- Sexual Offences Act 2003
- Safeguarding Vulnerable groups act 2006
- Protection of Freedoms Act 2012
- SEND code of practice 2014: 0 to 25 years
- Information sharing: Advice for practitioners 2018
- Working together to safeguarding children, a guide to inter agency working to safeguard and promote the welfare of children – HM Government 2018
- Revised Prevent duty guidance for England and Wales – Home Office April 2021
- Domestic Abuse Act 2021

To safeguard children and promote children's welfare we will:-

- Create a safe, secure environment to encourage children to develop a positive self-image
- Ensure everyone knows who the Designated Safeguarding Officers are for FMA.
- Provide positive role models and develop a safe culture where staff are confident to raise concerns about professional conduct.
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development.
- Ensuring our staff are aware of how to report any concerns.

FMA is aware that abuse does occur in our society, therefore, we are vigilant in identifying signs of abuse and reporting concerns to the appropriate person. At FMA we have a designated safeguarding officer and a deputy safeguarding officer. The owner has also had updated safeguarding training. Our staff are aware they have a duty to protect and promote the welfare of children. Due to the many hours of care, we are providing, staff may often be the first people to identify that there may be a problem and the first people in whom the child confides in with information that may suggest abuse or to spot changes in a child's behaviour that may indicate abuse.

Our prime responsibility is the welfare and well-being of each child in our care. As such we believe we have a duty to the children, parents and staff to act quickly and responsibly in any instance that may come to our attention.

At FMA we will...

- Keep the child at the centre of all we do.
- Ensure all our staff are trained right from induction to understand the child protection and safeguarding policy and procedures, are alert to identify possible signs of abuse (including the signs known as softer signs of abuse) understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children through bullying or discriminatory behaviour.
- Ensure that confidentiality is upheld at all times and information is shared only with those people who need to know in order to protect the child and act in their best interest.
- Ensure that children are never placed at risk while in the charge of FMA staff
- Using our procedure to manage allegations against staff and volunteers appropriately.
- Regularly review and update this policy with staff and make sure it complies with any legal requirements and any guidance or procedures issued by Worcestershire Children First Services Duty Team.
- We will support children by offering reassurance, comfort and sensitive interactions. We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group and support them to learn how to keep themselves safe.

Complimentary Policies

This policy should be read alongside our policies and procedures on: -

- Role of designated Safeguarding Officer
- Dealing with disclosures or concerns about a child or young person
- Complaints/Grievance policy
- CCTV policy code of conduct
- Code of conduct for parents/guardian
- Coaches/Helpers code of conduct
- Equality policy
- Child Protection Policy
- Anti-Bullying Policy
- Health and Safety
- Prevent guidelines

We recognise that: -

- The welfare of children is paramount as enshrined in the Children's Acts 1989, 2004
- All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm, abuse, radicalisation and extremism.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication of needs and or other issues.

Our Responsibilities

We will seek to keep children and young people safe by: -

- Appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding.
- If a member of staff has a concern they will complete a 'Cause for Concern' form and give to the DSO (it is NOT their job to do any investigations).
- Working in partnerships with children and young people, their parents, carers and other agencies in promoting young people's welfare.
- Valuing them, listening to them and respecting them.
- Expecting our staff to promote the fundamental principles of the British Values which includes mutual respect and tolerance of those with different faiths and beliefs.
- Encouraging them to make the right choices so they understand the impact and consequences of their own actions on others.
- Adopting a safeguarding and child protection practice through procedures and code of conduct for staff and volunteers.
- Ensuring our staff are aware of our PREVENT guidelines and following LEA guidelines for reporting any concerns.
- Developing and implementing a social media policy.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- Recruiting staff and volunteers safely, via Safer Recruiting, ensuring all necessary checks are made e.g. valid DBS.



- Recording and storing information (GDPR) about safeguarding and good practice with families, staff and volunteers.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know and involving children and young people, parents, families, and carers appropriately.
- Using our procedures to manage allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment ensuring that we have a policy and procedure to effectively deal with any bullying that does arise.
- Ensuring that we have an effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers in accordance with the law and regulatory guidance.
- We will review our policy and good practice annually

Safeguarding Officer contacts

Designated Safeguarding Officer – Vikki Chinnock
Email: vchinnock@fm-academy.co.uk
Phone: 0121 745 9778

Deputy Safeguarding Officer – Mary Neeld
Email: mneeld@fm-academy.co.uk
Phone: 0121 745 9778

Lead Board Member – Pam Smith
Email: psmith@fm-academy.co.uk
Phone: 0121 745 9778

Organisations

CEOP - www.ceop.police.uk

NSPCC Helpline - 0808 800 5000 We will support children by offering reassurance, comfort and sensitive interactions. We will devise activities according to individual circumstances to enable children to develop confidence and self-esteem within their peer group and support them to learn how to keep themselves safe.

APPROVED JANUARY 2025