



Child Protection and Safeguarding Policy and Procedure for FUNK FUSION FITNESS LTD

This policy was adopted on 1st August 2021 & is reviewed Annually

The welfare of our class participants is of paramount concern to all instructors working for Funk Fusion Fitness LTD. Copies of certificates are held by the company director and instructors are expected to pay for the DBS update service. FFF completes annual safeguarding training for all instructors by a level 2 safeguarding officer.

We will ensure that our team will safeguard and promote the welfare of pupils and work together with the school and other agencies to identify, assess and support those children who could be at risk of abuse.

Schools are a community and all those directly connected, staff members, governors, parents, families and pupils, have an essential role to play in making it safe and secure. As external instructors, we will adhere to the school's policy and record information as we have been advised to and also report back to the FFF Safeguarding lead or Director.

Funk Fusion Fitness LTD believe that our classes should provide a positive, caring, safe & stimulating environment that provides social, physical and moral development of each individual child.

We will ensure that our classes are registered through our online system and exited in an orderly fashion so each individual child goes to their parent/carer at the end of the session. If a child is not collected our instructor will wait with them in the school office where we will notify the parent by phone, and the FFF Director if a parent cannot be reached. The director will go to the school if this then becomes a safeguarding concern and needs two members of our staff.

We will also ensure that anyone working with the children in our classes holds a valid enhanced DBS check and any new team members are aware of the policies of the school they are working in and FFF policies.

This policy has been developed in accordance with the following statutory guidance and local safeguarding procedures:

- *After-school clubs, community activities, and tuition Safeguarding guidance for providers*
- *Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges.*

Roles & Responsibilities:

All instructors know how to recognise signs and symptoms of abuse, how to respond to pupils who disclose abuse and how to record concerns within the school they are working in.

FFF Director, Rebecca Redman, will liaise with each school about any safeguarding issues relating to pupils we teach and act as a source of support and advice for instructors.

FFF - Safeguarding Lead – Tom Redman

FFF Company Director – Rebecca Redman

International Dance Teachers Association (ITDA) - 01273685652

DEALING WITH A DISCLOSURE MADE BY A CHILD – ADVICE

If a child discloses that he or she has been abused in some way, the instructor should follow this guidance.

- Listen to what is being said without displaying shock or disbelief.
- Only ask questions when necessary to clarify.
- Accept what is being said.
- Allow the child to talk freely – do not put words in the child’s mouth.
- Do not promise confidentiality – it may be necessary to refer the child to Children’s Social Care.
- Stress that it was the right thing to tell.
- Do not criticise the alleged perpetrator.
- Explain what has to be done next and who has to be told.
- Inform the DSL without delay.
- Complete the child protection incident/welfare concern form and pass it to the DSL.
- Dealing with a disclosure from a child and safeguarding issues can be stressful. Consider seeking support for yourself and discuss this with the DSL.

Action:

1. Discuss concerns with the Head or DSL or in their absence, with the Deputy DSL **as soon as possible, before the child leaves for the day.**
2. Complete the **child protection incident/welfare concern form** and pass it to the DSL.
3. Contact FFF Director or safeguarding Lead who will continue to liaise with the school.
4. Action for a complaint about a member of the FFF team:
 1. Rebecca Redman to discuss with the school’s DSL
 2. The instructor concerned to record their version of events.
 3. Both to meet the Head/DSL to discuss further if required.

DEFINITIONS

- 1 **Abuse**, including neglect, is a form of maltreatment. A person may abuse a child by inflicting harm or by failing to prevent harm. Children may be abused within their family, in an institutional or community setting, by those known to them, or, more rarely, by a stranger.
- 2 **Children** are any people who have not yet reached their 18th birthday; a 16-year-old, whether living independently, in further education, in the armed forces or in hospital, is a child and is entitled to the same protection and services as anyone younger.
- 3 **Child protection** is part of safeguarding and promoting the welfare of children and refers to activity undertaken to protect specific children who are suffering, or likely to suffer, significant harm.
- 4 **Early help** means providing support as soon as a problem emerges, at any point in a child’s life, from the foundation years to teenage years.
- 5 **Harm** is ill treatment or impairment of health and development, including impairment suffered from seeing or hearing the ill treatment of another.



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6 **Safeguarding children** is the action we take to promote the welfare of children and protect them from harm. **Safeguarding and promoting the welfare of children** is defined in [*Working Together to Safeguard Children: A Guide to Inter-Agency Working to Safeguard and Promote the Welfare of Children \(March 2015\)*](#) as:

- protecting children from maltreatment;
- preventing impairment of children's health and development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

7 **Significant harm** is the threshold that justifies compulsory intervention in the family in the best interests of the child. Section 31 of the Children Act 1989 states 'where the question of whether harm suffered by a child is significant turns on the child's health or development, his health or development shall be compared with that which could reasonably be expected of a similar child.'

8 For more definitions, see [*Pan-Sussex Child Protection and Safeguarding Procedures*](#).

CATEGORIES OF ABUSE

1 **Emotional abuse** is the persistent emotional maltreatment of a child such that it causes severe and persistent adverse effects on the child's emotional development. It may involve:

- making a child feel worthless, unloved or inadequate
- only there to meet another's needs
- inappropriate age or developmental expectations
- overprotection and limitation of exploration, learning and social interaction
- seeing or hearing the ill treatment of another, e.g. domestic abuse
- making the child feel worthless and unloved - high criticism and low warmth
- serious bullying
- exploitation or corruption

Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

2 **Neglect** is the persistent failure to meet a child's basic physical or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance misuse. Once a child is born, it may involve a parent failing to:

- provide adequate food, clothing and shelter, including exclusion from home or abandonment
- protect a child from physical and emotional harm or danger
- ensure adequate supervision, including the use of inadequate care givers
- ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

3 **Physical abuse** may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

2.4 **Sexual abuse** involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. Activities may involve physical contact, including penetration of any part of the body, or non-penetrative acts. They may include non-contact activities, such as involving children looking at or in the production of sexual images, including on the internet, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Child sexual exploitation is also sexual abuse; it involves children and young people receiving something, for example accommodation, drugs, gifts or affection, as a result of them performing sexual activities, or having others perform



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sexual activities on them. It could take the form of grooming of children, e.g. to take part in sexual activities or to post sexual images of themselves on the internet.

If you have any concerns regarding the safeguarding procedures or actions of instructors of Funk Fusion fitness this should at first be discussed with the Safeguarding Lead or Director. If you do not feel your concern has been managed correctly or your concern is in regard to the safeguarding lead or director then contact the ESCC LADO (Local authority Designated Officer): <https://www.eastsussex.gov.uk/children-families/professional-resources/allegations/lado>



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