

Primary Influence UK Ltd – Safeguarding Policy

Original document: March 2019

Reviewed: October 2023

Introduction

Primary Influence UK Ltd recognises the contribution we can make to protect children in any of the clubs/sessions/activities/Active Camps that we run, and we are committed to combat child abuse in every way in which it may arise. Safeguarding at Primary Influence UK Ltd is considered everyone's responsibility and as such our company aims to create the safest environment in which every child or young person has the opportunity to maximise their potential. At Primary Influence UK Ltd, we recognise the contribution that we can make to ensure that all children who access our services feel that they will be listened to, and appropriate action taken. Our beliefs and our policy directly reflect the UK's Department for Education initiative "Every Child Matters" (ECM), launched in 2003. All our staff have safeguarding training every year.

The aims of this policy:

- To ensure that the children and young people in our care are safe and protected from harm
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection; Primary Influence UK Ltd 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 practice in a way that protects them
- To ensure that children are effectively safeguarded from the potential risk of harm and that the safety and well-being of the children is of the highest priority in all aspects of our work

The purpose of this policy:

To ensure that all members of the Primary Influence UK Ltd community:

- Are aware of their responsibilities in relation to safeguarding and child protection
- Know the procedures that should be followed if they have a cause for concern
- Know where to go to find additional information regarding safeguarding
- Are aware of the key indicators relating to child abuse
- Fully support our commitment to safeguarding and child protection

Principles

Primary Influence UK Ltd recognises its legal and moral duty to promote the well-being of children, and protect them from harm, and respond to child abuse. We believe that every child regardless of age always has and, in all situations, a right to feel safe and protected from any situation or practice that results in a child being physically, emotionally, or sexually abused or neglected.

We agree that we have a primary responsibility for the care, welfare, and safety of the children in our charge, and we will carry out this duty through our coaching/teaching and learning practice and activities. In order to achieve this, all members of staff (including volunteers, support staff and governors), in whatever capacity, will at all times, act proactively in child welfare matters especially where there is a possibility that a child may be at risk of significant harm.

Primary Influence UK Ltd seeks to adopt an open and accepting attitude towards children as part of their responsibility for pastoral care. Primary Influence UK Ltd ensures that parents and children feel confident to talk about any concerns and will see our sessions/lessons as a safe place if there are any difficulties at home.

Children's worries, questions and fears will be taken seriously if they seek help from a member of staff. However, staff cannot promise secrecy if concerns are such that referral must be made to the appropriate agencies in order to safeguard the child's welfare.

At Primary Influence UK Ltd, if we have suspicions that a child's physical, sexual or emotional well-being is being, or is likely to be, harmed, or that they are being neglected, we will take appropriate action in accordance with the procedures issued by the appropriate LADO.

We recognise that:

- The welfare of the child/young person is paramount in all the work we do and in all the decisions we take.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers, and other agencies is essential in promoting young people's welfare

This policy is consistent with the legal duty to safeguard and promote the welfare of children.

There are four main elements to our Child Protection Policy:

- Prevention (e.g., positive atmosphere, leader's support to pupils).
- Protection (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns).
- Support (to children who may have been abused).

The policy applies to all staff at Primary Influence UK Ltd. We recognise that child protection is the responsibility of all staff within our company. We will ensure that all Head Teachers/Organisation Leads/Managers and Teaching Staff are aware of our child protection policy by making a copy available to them, displaying appropriate information on our website and by raising awareness at initial meetings with the organisation lead.

Primary Influence UK Ltd will:

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to.
- Ensure every effort is made to establish effective working relationships with staff at schools/community associations/clubs and other organisations who use Primary Influence UK Ltd.
- Operate safe recruitment procedures by employing only individuals who meet Enhanced DBS checks, reference documentation and appropriate right to work information. Using a strict interview process and ensuring that all appropriate checks are carried out on new staff and volunteers who will work with children, including references and DBS checks as described above.
- NOT tolerate Bullying, and when Physical Intervention is necessary, Primary Influence UK Ltd will fully investigate every incident.

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

- Valuing them, listening to, and respecting them.
- Adopting child protection practices through procedures and a code of conduct for staff and volunteers.
- Providing effective management for staff and volunteers through supervision, support, and training.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Sharing information about child protection and good practice with children, parents, staff, and volunteers.
- Sharing concerns with agencies who need to know, and involving parents and children appropriately
- Working closely with schools to make children feel safe at all times, and to follow the school's procedures and those outlined in the National Curriculum.

We will liaise with other bodies such as:

- We work within the [North](#) and [West](#) Yorkshire Safeguarding Children Boards guidelines.
- We promote the [What to do if you're worried a child is being abused](#) guidelines to parents/carers and staff, and all staff are familiar with what to do if they have concerns.
- We have procedures for contacting the local authority on child protection issues, to ensure that it is easy in any emergency, for the Preschool and the children's social care to work well together.

Where a child makes a disclosure to a member of staff, that member of staff will:

- Offer reassurance to the child.
- Listen to the child.
- Give reassurance that they will take action.

The member of staff will never question the child.

Roles and Responsibilities – General

All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. Therefore, if staff have any concerns about a child, all staff must give a written report to the Senior Designated Person at Primary Influence UK Ltd and the SDP of the School/Association/Organisation currently working with. The SDP will pass his/her concerns on to the appropriate regional Social Care or Social Services Board if he/she is concerned that the child or children are being harmed in any way (emotionally, sexually, physically) or being neglected or are at risk of being harmed in any way or being neglected. All staff must not promise the child to always keep the information a secret and bear in mind the children's safety. In the unlikely event that an allegation is made against a member of Primary Influence UK Ltd staff, all witnesses will write a written report and send it to Primary Influence UK Ltd SDP (Gareth Hanson) who will report the allegation to the appropriate LADO. If the allegation/concern is made about a member of the school staff/Head Teacher/association/club member of staff, Primary Influence UK Ltd ensures the responsibility of reporting a concern of this nature to Social Care and to OFSTED and relevant organisations as required.

All allegations and incidents are taken extremely seriously and Primary Influence UK Ltd will make every effort to investigate each occurrence as promptly as possible.

Staff and Training

- Each member of staff is monitored by their Staff Coordinator during their trial period, who reports back to the Manager and Managing Director. Observation reports are filled in by the Staff Coordinator, and all parties involved are given a copy.
- All Primary Influence UK Ltd staff have Safeguarding & Child Protection Certification and this is renewed every year. Support is also provided by associate Schools, organisations, and associations where possible to support policies, procedures and updates supporting the work undertaken with the organisation.
- Primary Influence UK Ltd provides training to all staff through recognised companies and associate business organisations, to provide on-going training in the workplace.

Confidentiality

All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the North and West Yorkshire Safeguarding Children Boards.

Legal Framework

This policy encompasses the primary legislation of:

- The Children Act 1989, Section 47
- Data Protection Act 1998
- The Children Act 2004 (Every Child Matters)
- The Childcare Act 2006
- Safeguarding Vulnerable Groups Act 2006

And secondary legislation:

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Human Rights Act (1999)
- Race Relations (Amendment) Act (2000)
- Equalities Act 2010
- Race Relations (Amendment) Act (1976) Regulations
- Rehabilitation of Offenders Act 1974

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