

## **Newham All Star Sports Academy (NASSA) Safeguarding Policy**

NASSA believes that every person should be given respect and dignity as all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs. Consequently, we must all be committed to the safeguarding of every child within our programmes and to the prevention, identification and consideration of abuse and our response to it. This is achieved through systems that recognise, reduce and manage risk.

Every adult working with children must agree to endorse and adopt the relationship parameters and best working practices contained within the NASSA Child Safeguarding Policy and Procedures. A child is anyone under the age of 18.

The key principles of the NASSA child protection policy are that:

- The child's welfare is, and must always be, the prime consideration
- All children have a right to be protected from abuse
- All suspicions and allegations of abuse will be taken seriously and responded to appropriately
- Every child who is involved in NASSA activities should be able to do so in an enjoyable and safe environment with staff and volunteers who are fully aware of good practice and are confident in safeguarding issues.

The safeguarding policy applies to everyone involved in working with children in a NASSA context, whether in a voluntary or paid capacity. This includes all staff, coaches, parents and volunteers working with children, volunteers and helpers.

NASSA's best practice guidelines for appointing staff and volunteers consists of:

- Providing relevant job/role descriptions and ensuring clear roles;
- Conducting interviews with potential staff and volunteers, in whatever capacity, before appointment;
- Requesting and following up two references before making an appointment;
- Requiring a criminal records background check, where the criteria is met, before making an appointment;
- Ensuring safeguarding training is completed before making an appointment.

All roles within NASSA require a Disclosure and Barring Service (DBS) or Disclosure Scotland check and references before the individual joins us. Many individuals, including volunteers, will be subject to an enhanced DBS check and a social media check because their role may bring them into regular contact with children and vulnerable adults.

Anyone interviewed for a post with NASSA, either internally or from outside the organisation, will need to show an understanding of safeguarding that is relevant to the role for which they are applying.

### **Safeguarding Individuals**

Any child, young person or adult who is concerned about the behaviour or attitudes of a NASSA member of staff or volunteer with regards to their relationship with children can make their concerns known without fear of intimidation by means of the Notice of Concern procedures as outlined in the procedure document.

Specifically,

### **Responding to concerns about a child's wellbeing**

No one working or volunteering for NASSA should investigate concerns about individual children or vulnerable adults who are or may be being abused or who are at risk. However, this does not mean that we should do nothing when we learn of a concern.

We all have a responsibility to make sure that concerns about children and vulnerable adults are passed to the agency that can help them without delay.

If anyone is concerned that a child or vulnerable adult is at risk of being abused or neglected, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

Concerns about children should be referred to the children's social care department of the local authority where the child lives.

Similarly, concerns about vulnerable adults should be referred to local authority adult services.

Our processes for referrals are raise this with their line manager or raise this with the designated safeguarding officer.

### **Responding to allegations of abuse against an adult or another child**

When an allegation is disclosed to a member of staff or a volunteer, it is recommended to note down as much information as possible so that none of the information is lost. If there is a need to ask any questions, they must be open questions and not led.

The person disclosing should be informed that the information will be shared with the appropriate people within the organisation.

The member of staff or volunteer should notify their line manager and/or local safeguarding lead and the local Social Services department as soon as possible.

They should also consider informing the local police depending on the severity of the allegation and risk.

NASSA's Child Safeguarding Policy and Procedures also apply to the conduct of NASSA young people towards their peers. NASSA operates a zero tolerance policy when it comes to aggressive, intimidating and violent behaviour on and off the court. Anyone committing such behaviour will be immediately suspended from NASSA until a thorough investigation has taken place.

NASSA staff and volunteers are committed to providing a caring, friendly and safe environment for all children and adults so they can develop in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within NASSA activities and programmes. If bullying does occur, all children and adults should be able to tell about it and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform the Welfare Officer/Designated Safeguarding Lead. To this end, the Counter-Bullying Policy will be adopted.

## **Photographs and Images of Children**

NASSA has a photograph consent form that must be signed in relation to each individual child. NASSA ensures that children, young people, their parents and carers understand what they are agreeing to.

Specifically, we:

- Make them aware whenever a photo or video is being taken.
- Explain what the image is going to be used for.
- Ask for their consent to share their image and record this on a written consent form.
- Tell them how long their consent is valid for and how long NASSA will keep the image for.
- Explain what NASSA will do if a child or their parents change their mind and withdraw consent at a later stage.
- Make it clear that if a child's image has been used online or in printed publications it will be very difficult to recall it if consent is withdrawn.
- Keep a record of the written consent that parents, carers and children have given for images being used.

NASSA takes steps to reduce the risk of unauthorised access to and inappropriate use of images of children by:

- storing images in a secure location
- only using devices belonging to NASSA to take and store photos and recordings of children
- making sure anyone who takes or uses images of children for NASSA has permission to do so.

NASSA complies with the Data Protection Act of 2018.

NASSA has appointed a Designated Safeguarding Lead and Welfare Officer to be an independent voice for children and to represent issues that affect them, which may include safeguarding and child protection issues.

As each adult working with children and young people agrees to a code of conduct, accepting the responsibility and accountability of such a position of trust, NASSA has clear sanctions for those who choose to act outside these parameters.

Further advice on child protection matters can be obtained from:

Anthony Okereafor - Designated Safeguarding Lead

Email: [okereafor25@hotmail.com](mailto:okereafor25@hotmail.com)

Elena El-Kettas

Email: [elenaelkettas@gmail.com](mailto:elenaelkettas@gmail.com)

Natasha Hart

Email: [Natasha.nassa@gmail.com](mailto:Natasha.nassa@gmail.com)

Mob: 07947 401616

ChildLine: 0800 1111

Newham Children's Social Care Services Child Protection Team:

9.00am to 5.15pm - 020 3373 4600

Out of Hours - 020 8430 2000