



Safeguarding Children and Vulnerable Adults Protection Policy	
Responsible Person	Directors
This version date	January 2026
Review date	January 2027

It is the responsibility of the DLS to ensure that this policy and any attached procedures are enforced.

The legal definition of 'Vulnerable Adult'

The definition of vulnerable adult comes from the Lord Chancellor's department, 1997. This is the definition used by Hampshire Safeguarding Adult Board.

"A person aged 16 years or over "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 or herself, or protect him or herself against significant harm or exploitation"

VULNERABLE ADULTS: Linked with the Care Act 2014, The safeguarding vulnerable groups Act 2006, Mental Capacity Act 2005/ Amendment 2019 –

CM Sports have the responsibility to follow the 6 safeguarding principles enshrined within the Care Act 2014: Six key principles underpin all adult safeguarding work:

- Principle 1 Paramount – Personalisation and the presumption of person-led decisions and informed consent. "I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
- Principle 2 Prevention – It is better to take action before harm occurs. "I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
- Principle 3 Proportionality – Proportionate and least intrusive response appropriate to the risk presented. "I am sure that the professionals will work for my best interests, as I see them and they will only get involved as much as I require."
- Principle 4 Protection – Support and representation for those in greatest need. "I get help and support to report abuse. I get help to take part in the safeguarding process to the extent to which I want and to which I am able."
- Principle 5 Partnership – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse. "I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together to get the best result for me."
- Principle 6 Accountability – Accountability and transparency in delivering safeguarding. "I understand the role of everyone involved in my life."

CM Sports aims –

- create a culture of safety in which children and vulnerable adults are protected from abuse and harm in all areas of our service delivery
- enable children and vulnerable adults to feel confident that we have taken all steps possible to ensure that any activity we promote is safe.
- create an environment which encourages children and vulnerable adults to develop a positive self-image, regardless of disability, race, language, religion, culture or home background
- help children and vulnerable adults to establish and sustain satisfying relationships
- within their families, with peers, and with other adults

- encourage children and vulnerable adults to develop a sense of autonomy and independence work with parents and carers to build their understanding of and commitment to the welfare of their children and vulnerable adults in their care.
- promote all 5 themes of the Children and Young Peoples plan
- respond quickly and appropriately to all incidents or concerns of abuse and to work
- effectively with statutory agencies in line with agreed procedures.

We will seek to achieve these aims through the programs and activities we offer and by the way all staff operate as role models for others, as well as the policies and procedures we have in place.

SCOPE OF THIS POLICY

This policy applies to all staff and volunteers employed by CM Sports, irrespective of their role. It applies equally to visitors and families, young people on our programmes.

Organisations who deal with children on a regular basis should already have a child protection policy in place. If no such policy exists in the organisation CM Sports requires the organisation to adhere to their policy.

APPROACHES TAKEN BY CM Sports

a) Recruitment and training of our own staff and volunteers:

We:

- apply safer recruitment strategies in all appointments, ensuring that all staff and volunteers are appropriately qualified and have current DBS disclosures. No member of staff or volunteer will be allowed to commence unsupervised work with children or vulnerable adults until they have a current DBS disclosure certificate.
- ensure that all staff and volunteers working with children and vulnerable adults receive training on safeguarding and what to do if they have a concern.
- keep records and copies of the qualifications of staff and volunteers on file and a register of the currency of their DBS disclosure certificates.
- provide adequate and appropriate staffing resources, to meet the needs of children and vulnerable adults.
- issue all those working with children and vulnerable adults guidelines on expected behavior
- ensure that all are aware of the procedures to follow when reporting any concerns or allegations of abuse.
- All volunteers and staff access regular, recorded support and supervision.

b) Third party organisations/visitors:

We:

- request and retain a copy of any safeguarding policy belonging to any third party who use CM Sports or operates on behalf of CM Sports. We will refuse to accommodate any third-party organisation that refuses to improve their policy, procedures and practice where these are found to be inadequate.
- issue all those working with children and vulnerable adults' guidelines on expected behaviour
- require that all adults leading activities or working with children and vulnerable adults on behalf of a third party are appropriately qualified and receive training on safeguarding and what to do if they have a concern. We will keep records of qualifications and training.
- ensure that all adults leading activities or working with children and vulnerable adults on behalf of a third party have current DBS disclosures certificates. We will keep a list of those people and note the date of their DBS disclosure certificate.
- require leaders of third-party activities to sign to agree to their responsibilities in matters relating to safeguarding.
- have procedures for recording the details of visitors to any of our provision and for ensuring that no unauthorised person has unsupervised access to the children or vulnerable adults.

Bullying, including online bullying prejudicebased bullying Racist, disability and homophobic or transphobic abuse Carers at risk from the person Carers who cause harm Abuse of trust Hate crime Peer on peer Abuse	Anti-Harassment and Bullying Policy
The impact of new technologies on sexual behaviour, for example 'sexting' and accessing pornography	Computer, Laptop and Electronic Devises Policy
Online safety and associated issues	
Substance misuse	No smoking/ Alcohol. Illegal or Legal Substances Policy
Children/ Vulnerable adults - health and safety and wellbeing, including their mental health	Health and Hygiene Policy, Safety Policy
Meeting the needs of the children/ vulnerable adults with medical conditions	Medication Policy
Meeting the needs of children/ vulnerable adults who have special educational needs and/ or disabilities	Individual Needs Policy
The use of reasonable force	Physical Handling Policy
Providing First Aid	Safety Policy
Appropriate arrangement to ensure children's security	Opening Door Policy – linked to School's policies

Vulnerability factors: There may be a number of factors which increase a person's vulnerability to abuse, neglect or exploitation. The table over page gives more information about this.

Factors which increase a person's vulnerability to abuse and exploitation

Personal characteristics of a person at risk that can increase vulnerability may include:	Personal characteristics of a person at risk that can decrease vulnerability may include:
<ul style="list-style-type: none"> • Not having mental capacity to make decisions about their own safety including fluctuating mental capacity associated with mental illness and other conditions • Communication difficulties • Physical dependency – being dependent on others for personal care and activities of daily life • Low self esteem • Experience of abuse • Childhood experience of abuse 	<ul style="list-style-type: none"> • Having mental capacity to make decisions about their own safety • Good physical and mental health • Having no communication difficulties or if so, having the right equipment/support • No physical dependency or if needing help, able to self-direct care • Positive former life experiences • Self-confidence and high self-esteem

Social/situational factors that increase the risk of abuse may include:	Social/situational factors that decrease the risk of abuse may include:
<ul style="list-style-type: none"> • Being cared for in a care setting, that is, more or less dependent on others • Not getting the right amount or the right kind of care that they need • Isolation and social exclusion • Stigma and discrimination • Lack of access to information and support • Being the focus of anti-social behaviour. 	<ul style="list-style-type: none"> • Good family relationships • Active social life and a circle of friends • Able to participate in the wider community • Good knowledge and access to the range of community facilities • Remaining independent and active • Access to sources of relevant information

CAUSES FOR CONCERN

You may become concerned that someone is being abused in a number of ways

- The person may tell you.
- The person may say something that worries you.
- You may see something – an incident or an injury or other sign.

What might cause concern?

1. You might see and/or hear something happen
 - Someone being bullied or intimidated.
 - Someone being made to feel frightened or unhappy.
 - Someone in a situation of unnecessary risk.

2. The vulnerable person might tell you or say something that worries you

3. Somebody might tell you something or say something that gives cause for concern e.g
 - A colleague.
 - Family member.
 - Member of the public.

4. There might be physical signs or unexplained or unusual injuries
 - Bruises.
 - Slap marks.
 - Black eyes.
 - Bleeding.
 - Burns or scalding.
 - Cigarette marks.

- Torn, stained or bloodstained clothes.
5. There may be other signs such as:
- Inappropriate dirty or soiled clothes.
 - No food or drink available for the person.
 - Bills not being paid or services, e.g. telephone, cut off.
 - Shortage of money.
6. The person might say things or behave in a way that causes you concern
- The person may seem unhappy or distressed.
 - The person may appear frightened, anxious or agitated without identifiable cause, or in relation to certain people.
 - Sleeping problems.
 - Constant visits to the toilet without a medical reason.
 - Other unexplained changes in how the person behaves.
7. The behaviour of a colleague or other person
- Dismissive or intolerant attitude.
 - Task/routine orientated rather than person focused.
 - Not a team player; insists on doing tasks on their own or their way.
 - Secretive about contact with clients.
 - Oversteps their professional boundaries with clients and colleagues/over friendly.
 - Neglects professional development.
8. You may not know. It is enough that you are worried.

Ask the person about what it is that is worrying you; or, if they cannot tell you, ask their carer e.g. how did you get that bruise:

- Keep calm. Stay calm. It may be difficult for the person to talk; they may be worried about how you will react.
- **Don't jump to conclusions** or make accusations; there may be a perfectly reasonable explanation.
- Give the person the chance to talk. Take time to listen to them.
- Avoid asking questions. If you have to, keep them to a minimum and record any questions you ask.
- The person may ask you not to tell anyone else about the abuse. Always be honest and never make promises you can't keep. Explain that you may need to share what you are told, but only to people who need to know. Never promise to keep anything confidential.
- Ask the person what they would want to happen.
- If the person has physical signs or injuries try and ensure they are seen by a qualified medical practitioner (e.g. doctor or nurse).
- Preserve any other evidence that may be available (preserving evidence).
- Write down what was said, where it was said and who was there, include any questions you have asked.

- Record any physical signs or injuries using a body map or hand drawing. Write a description of any physical signs or injuries including size, shape, colour etc.
- Always remember to sign and date your notes and any other records you have made and make sure they are kept in a safe place.

Report your concerns

Remember you may not always be told the truth. Where you have concerns you must always report them.

It can take people a long time and a lot of courage before they speak out and seek help. Few of them are likely to make decisions about what to do overnight.

Remember that abuse is not always deliberate. It may be that someone is trying to do their best in a difficult situation. They may be a relative, friend or carer who needs help or support in difficult circumstances.

Do

- Keep calm.
- Ask the person about what is worrying you.
- Listen & observe.
- Remember you are a witness not a complainant.
- Remember there may always be a reasonable explanation.
- Record your concerns.
- Report your concerns.

Don't

- Make accusations or allegations.
- Try to be a private detective.
- Promise to keep anything a secret.
- Forget there may be an innocent or good explanation.
- Expect things to change straight away.
- Expect to be told what is happening.
- Keep things to yourself.

When should you report?

All concerns that a vulnerable person has been harmed or placed at risk of harm as a result of abuse or neglect must be reported. In the first instance you should discuss your concerns with the safeguarding lead (DSL) at the earliest opportunity.

Who do you report to?

Emergency Services Call 999 – where an immediate police or medical response is required e.g.:

- when immediate medical or police assistance is needed to help them, protect property or protect evidence,
- a serious crime is in progress, has just occurred or the person is at significant risk of harm.
- The safety of the vulnerable person and those of others in the environment is the priority

For non-urgent concerns -

- The safeguarding lead (DSL) within CM Sports
- The GP or other responsible medical officer – in all cases where injury

The Safeguarding lead (DLS) will discuss the details of your concern with you and make a decision on whether the concern should be escalated to the Local Safety has or may have occurred.

Safeguarding Team.

For Adults; The concern should be raised to Hampshire Adult Services on 0300 555 1386. All team should be aware of the safeguarding system within CM Sports.

CM Sports Vulnerable adults – Your responsibilities when you have safeguarding concerns:

-
- Assess the situation i.e. are emergency services required?
- Ensure the safety and wellbeing of the individual
- Establish what the individual's views and wishes are about the safeguarding issue and procedure • Maintain any evidence
- Follow local procedures for reporting incidents/risks
- Remain calm and try not to show any shock or disbelief
- Listen carefully and demonstrate understanding by acknowledging regret and concern that this has happened • Inform the person that you are required to share the information, explaining what information will be shared and why
- Make a written record of what the person has told you, using their words, what you have seen and your actions.

What information do I need, when contacting DSL?

When reporting a concern, it is important that the information you present is;

- Brief.
- Factual (Who, what, when, where, how).
- Supported by available evidence where it exists e.g. summary of disclosure, body map etc.

As a minimum, you will be asked to provide;

- Their name, address and D.O.B • The nature of your concern

c) Dealing with safeguarding issues and concerns:

DSL – Children and/ or vulnerable adults We: • take seriously, all suspicions or allegations of abuse

seriously and keep a confidential log of these.

- have a named person who acts as Child/ Adult Protection Liaison Officer (DSL) and who works within the guidelines set by CM Sports and this policy and who will have attended a child protection training course.
- have procedures for contacting the local authority on safeguarding issues to ensure that it is easy, in any emergency, for CM Sports team (working in any of the areas covered by CM Sports) and Adult and Children's Services to work well together.
- have a list of statutory and voluntary agencies from whom support may be obtained.
- treat allegations of abuse by staff in the same way as if these were allegations of abuse by any other person.
- abide by the Protection of Children Act requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have led to dismissal for reasons of child protection concern.
- inform parents on what to do if they wish to complain about any member of staff/volunteer, including allegations of abuse.
- notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements for the CM Sports which affect the wellbeing of children
- comply with the policy held by CM Sports on journeys and trips which involve children/ Vulnerable adults. All journeys and trips are carried out in accordance with the Regulations and Guidelines laid down by CM Sports. **d)**

Confidentiality We:

- have agreed protocols for the sharing of confidential information on those thought to be at risk
- ensure that all community users have a named contact with whom to share confidential information
- have procedures to ensure that all matters related to Child/ Adult Protection are managed with the required discretion and confidentiality. This includes the secure storage of information. **e) Curriculum:**

We will if necessary

- provide a community curriculum for children/ vulnerable adults which enables them to be listened to, within programs whether delivered by CM Sports or a third party.

-
- provide programmes for vulnerable young people and/ or families which enable them to learn appropriate relationships and to be more confident within these.

f) Allegations against staff/volunteers We:

- ensure that all young people, families and/ or children, and visitors know how to complain about staff or volunteer action.
- respond to any allegations against staff or volunteers by first recording the details of the alleged incident and then referring any complaint to the local authority's Children's Services department to investigate.
- will co-operate entirely in any investigation carried by Children's Services and the police.
will suspend the member of staff on full pay during the investigation. This is not an indication of admission that the alleged incident has taken place but is to protect staff as well as children and families throughout the process.
- will suspend a volunteer from duty during the investigation. This is not an indication of admission that the alleged incident has taken place but is to protect staff as well as children and families throughout the process.
- where a member of staff or a volunteer is dismissed or internally disciplined because of misconduct towards a child or vulnerable adult we abide by CM Sports procedures.

THE ROLE OF ALL STAFF

- All staff should receive appropriate safeguarding and child protection training (including online safety)
- All staff are aware of their local early help process through DSL within CM Sports.
- All staff are aware of the process of making referrals to children's social care and for statutory assessments under the Children's Act 1989
- All staff should know what to do if a child/ adult tells them he/she is being abuse, exploited or neglected.
- All staff should be able to reassure victims that they are being taken seriously

THE ROLE OF THE DESIGNATED SAFEGUARDING LEAD (DSL)

Organisations working with children are required by The Children Act (1989) to have a member of staff designated as the Liaison Officer with responsibility for coordinating action *within* CM Sports on child protection and for liaison with other agencies.

The DSL's role is to:

- Receive all reports/suspicions of child/ adult abuse and decide on the appropriate course of action.
- Where this means a referral to Children's/ Adult's Services, it is the role of the DSL to do this or to nominate someone to do so in his/her place. There will be no attempt by any member of staff or volunteer staff themselves to contact the parents before informing Children's Services, or to work with the family concerned to the point of excluding Children's Services.
- liaise with any agencies involved in the statutory procedures around Safeguarding Children/ vulnerable adults, such as Children's/ Adult's Services and the police.
- report any allegations of child/ adult abuse against members of staff to a Director Manager who will take the matter forward in line with their policies
- keep records of any cases of suspected abuse reported to Children's/ Adult's Services and any contemporaneous notes
- ensure the confidentiality of any records and their safe and timely storage.
- put in place any support for parents/staff after a referral has been made and where this is appropriate.
- ensure that all staff, including newly appointed staff, and third-party organisations/visitors are aware of this policy and procedure.
- be available to provide advice to staff on interpretation of the policy and procedures.
- provide training for staff, either directly or through other agencies on Child Protection matters.

EVALUATION AND MONITORING OF THIS POLICY

The responsibility for this lies with the DSL who will:

- ensure that the policy remains in line with statutory requirements and that it complies with the policies of CM Sports and all funding bodies with whom we work.
- with other staff and users of our services, annually evaluate the effectiveness of the procedures and support mechanisms that are in place.
- Report to the Directors any changes made to the policy and procedures

CM Sports will work with Hampshire Safeguarding Adults Board. This policy provides a definition of a vulnerable adults describe the framework of policies that we have in place to ensure good working practice.

UNDER 18's – CM Sports

In relation to children and young children (people under 18), safeguarding and promoting their welfare is defined in 'Working together to safeguarding children'/ Keeping Children safe in Education – Sept 2021 and NPCC- when to call the police as:

- Protecting children from maltreatment
Preventing impairment of children's health or development
- Enduring that children are growing up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

CM Sports aims;

- To create a safe environment, where children are safe from abuse, where any suspicion of abuse is promptly and appropriately responded to.
- To keep all our child, young people and adults safe from harm, both physically and emotionally.
- The following principles apply;
- All applicants for voluntary and paid positions will be asked to have the relevant Health and Safety checks, induction checks and DBS checks.
- All appointments will be made subject to a probationary period and will not be confirmed unless CM Sports is confident that the applicant that the applicant can be safe entrusted with children.
- None of the team or any other adults in a project will not be left alone with the children on their own.
- Children will be encouraged to be independent and build self-esteem to have the confidence to resist inappropriate approaches.
- The safeguarding management team at CM Sports will review the safeguarding procedure once a month and record any action taken or needed.
- Any team concerned about another team members behaviour and courtesy conduct in CM Sports projects must be reported the safeguarding management team.
- Team must be aware that children and young people are also capable of abusing their peers.
- The safeguarding management team must be aware of additional barriers that exist when recognising the signs of abuse and neglect of children who have special needs and/ or disabilities.

CM Sports will provide for this through;

- Providing training opportunities for all team involved with the children through induction workshop.
- Team will be asked about the safeguarding procedure in their reviews.
- Responding to changes in behaviour/ appearance of individual children.
- Keeping records and monitoring situations, maintaining confidentiality linked with GDPR.
- Seeking to build up trusting and supportive relationships between families and team.
- A safe recruitment process that checks suitability of all applicants who want to work for CM Sports (either employed, students or volunteering)
- Team to signing Health Declaration and discussed about Disqualification Declaration at reviews and annually to declare any changes.
- Through reviews, safeguarding concerns can be discussed if necessary.
- Liaising with appropriate outside agencies in line with the Safeguarding Partners i.e. OFSTED or Local Authority Designated Officer (LADO), (Clinical Commissioning Group) and local police
- Open discussions about barriers to children with SEN additional needs and ensuring they are safe.

•
The safeguarding management team at CM Sports are:

CM Sports procedure for suspected child abuse;

- Report suspicions to safeguarding management team.
- Concerns around children within the projects will be reported to Children's services, Early Help Hub.
- Any team member suspected of child abuse to be reported to the LADO.
- Record evidence, monitor and diarise incidents when appropriate.
- Report to Ofsted/ Health team's/ Children's services when appropriate.

Signs and symptoms to raise concerns (Physical Abuse)

- Scratches, cuts, bite marks; burn marks inconsistent with normal play activities.
 - Bruises in body areas not usually through normal play activities; including bruises on non-mobile children.
 - Bruises indicative of slaps, punches, being squeezed or violently shaken.
 - Bruises where straps or sticks have been used.
 - When with adults; nervous/ fearful, quiet or withdrawn; fearful of physical contact by adults.
 - Unexplained fractures.
 - Fabricated or induced illness.

Action to be taken by CM Spotsr;

Any signs of physical abuse noticed when the child comes onto a project/ programme will be record by the team member with discussions with management safeguarding team. This will be reviewed and discussed with the family unless the management safeguarding team believe the child or vulnerable adult may be endangered by engaging in discussion.

Sign and symptoms to raise concerns (Sexual Abuse)

- Unexplained rash/ scratching/ soreness around the genital areas.
- Stained/ blood-stained underclothes.
- Bruises on the inner thighs and buttocks.
- Discomfort when sitting or walking.
- Constant wetting or soiling of clothing.
- Sexual awareness through play, drawing or use of inappropriate words.

Action to be taken by CM Sports;

Any signs of sexual abuse noticed when the child comes onto a project/ programme will be record by the team member with discussions with management safeguarding team. This will be reported immediately to the Directors.

Manager as part of the senior team then this will be reported to the Safeguarding Partners.

Sign and symptoms to raise concerns (Emotional Abuse)

- Being aggressive or withdrawal.
- Constant wetting or soiling of clothes.
- Poor language development or/ and speech disorders
- Telling lies.
- Fabricated or induced illness.
- Unable to relate to adults or other children.
- Tantrums, beyond their normal development.

Action to be taken by CM Sports;

Any signs of emotional abuse noticed when the child comes onto a project/ programme will be recorded by the team member with discussions with management safeguarding team. This will be reviewed and discussed with the family unless the management safeguarding team believe the child or vulnerable adult may be endangered by engaging in discussion. Sign

and symptoms to raise concerns (Neglect)

- Inappropriate or inadequate clothing
- Poor standards of personal hygiene/ unwashed, dirty clothing.
- Constant hunger.
- Underweight for their age/ emaciation.
- Constant tiredness/ listlessness.
- Untreated medical conditions.
- Fabricated or induced illness.
- Constant soreness/ rash from infrequent changing of nappies
- Poor parenting skills.

Action to be taken by CM Sports;

Any signs of emotional abuse noticed when the child comes onto a project/ programme will be record by the team member with discussions with management safeguarding team. This will be reviewed and discussed with the family unless the management safeguarding team believe the child or vulnerable adult may be endangered by engaging in discussion.

Female Genital Mutilation (FGM)

Linked with the Prevent Duty Policy and Training Policy. All team have the knowledge and understanding to report this to the safeguarding team. Any case where FGM appears to be carried out on a girl under 18 years old must be report straight away to the police.

Breast Ironing and Honour based violence

Linked with the Prevent Duty Policy and Training Policy. All team have the knowledge and understanding to report this to the safeguarding team.

Upskirting

Linked to camera policy. All team to have the knowledge and understand what upskirting is and how to report it to the safeguarding team. Upskirting is a highly intrusive practice, which typically involves someone taking a picture under another person's clothing without their knowledge, with the intention of viewing their genitals or buttocks (with or without underwear).

Child Criminal Exploitation (CCE)

Some specific forms of CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting or pickpocketing.

They can also be forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this type of exploitation as perpetrators can threaten victims (and their families) with violence, or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or begin to carry a knife for a sense of protection from harm from others.

As children involved in criminal exploitation often commit crimes themselves, their vulnerability as victims is not always recognised by adults and professionals, (particularly older children), and they are not treated as victims despite the harm they have experienced. They may still have been criminally exploited even if the activity appears to be something they have agreed or consented to.

The experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however CM Sports team should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet.

CSE can occur over time or be a one-off occurrence, and may happen without the child's immediate knowledge e.g. through others sharing videos or images of them on social media. CSE can affect any child, who has been coerced into engaging in sexual activities. This includes 16- and 17-year-olds who can legally consent to have sex. Some children may not realise they are being exploited e.g., they believe they are in a genuine romantic relationship.

Mental Health

All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Education staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences, can impact on their mental health, behaviour, and education.

CM Sports can access a range of advice to help them identify children in need of extra mental health support; this includes working with external agencies.

Peer on peer abuse (child on child)

All staff should be aware that children can abuse other children (often referred to as peer-on-peer abuse). And that it can happen both inside and outside of school or college and online.

It is important that all staff recognise the indicators and signs of peer-on-peer abuse and know how to identify it and respond to reports.

All staff should understand, that even if there are no reports in their schools or colleges it does not mean it is not happening; it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding peer-on-peer abuse, they should speak to their designated safeguarding lead.

It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Peer on peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse); sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- consensual and non-consensual sharing of nude and semi-nude images and/or videos¹³ (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person’s clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Serious violence

All staff should be aware of the indicators, which may signal children are at risk from, or are involved with serious violent crime. These may include increased absence from CM Sports programmes projects, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries.

Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation

All staff should be aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school/ projects outside of school, having experienced child maltreatment and having been involved in offending, such as theft or robbery.

Advice for schools and colleges/ out of school provision is provided in the Home Office’s Preventing youth violence and gang involvement and its Criminal exploitation of children and vulnerable adults: county lines guidance.

Allegation against a member of CM Sports

The management of the safeguarding team will be informed at the first opportunity.

The LADO will be informed. CM Sports will take full guidance on the procedure by the LADO.

Ofsted will be informed. CM Sports DSL will take full guidance on the procedure.

Supporting the child:

“In cases where a child may have suffered significant harm, or there may be a criminal prosecution children’s social care services, or the police as appropriate, should consider what support the child or children involved may need” – Keeping children safe in Education 2021

If a staff member has concerns, or an allegation is made about another member of staff (including volunteers) posing a risk of harm to children, then:

- This needs to be reports to the DSL team
- If the concerns/ allegations are about the DSL in CM Sports, this must be reported to the Directors at CM Sports.

- If the concerns/ allegations are about the Directors of CM Sports this must be referred to Ofsted.

Supporting for the Accused:

CM Sports have a duty of care towards all its employees. CM Sports will provide effective support for anyone facing an allegation and provide the employee with a named contact if they are suspended.

It is also essential that any allegation is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation.

CM Sports DSL should be told about the allegation as soon as possible. However, if a strategy discussion is required, or police or children's social care need to be involved, the case manager should consult and agree what information can be disclosed.

Parents and Carers (families) should be kept informed about progress, and told outcomes where no criminal prosecution, including the outcomes of any disciplinary process.

Parent and Carers (Families) should be made aware of the requirement to maintain confidentiality whilst investigations are ongoing (section 141F of the Education Act 2002). Parents and carers should be made aware of the requirement to maintain confidentiality whilst investigations are ongoing (section 141F of the Education Act 2002). If parents or carers wish to apply to the court to have reporting restrictions removed, they should be told to seek legal advice.

Child Absence with the programme Children's attendance is monitored by children's registers and absence records, the reason why the child is absent and who report this information to the programme tutor. This is recorded in the CM Sports office. If the family does not inform the CM Sports programme tutor about the leave of absence, one of the CM Sports team will contact the family; this will also be recorded on the absence sheet.

If a child suddenly goes abroad for long periods of time, the management team will discuss the CM Sport Directors and discuss actions put in place to make sure the child is safe.

Action to be taken by CM Sports Any concerns about a child's attendance will be discussed with the family unless the child or young person may be endangered in discussion. These discussions will be recorded by the management team at CM Sports Peer on Peer Abuse

Any information or behaviours that point to peer-on-peer abuse must be reported to the management team of CM Sports.

Action to be taken by CM Sports

Any concerns about any team member needs to be reported to the management team of CM Sports.

Professional love

The team at CM Sports are training on the difference between professional love and parental love. Through the programmes and projects, the team will build up positive relationships with the children whilst watching the children learn and grow.

The team are encouraged to care towards the children in a professional way. Examples of professional love include cuddling when the child is distressed, hurt or upset. The team are encouraged to sit with the child with a range of resources whilst reassuring the child.

The team needs to be aware of and think about; the quality of their relationship with the child and the boundaries to relationships with children. The team understand, define and practise appropriate loving relationships.

Any concerns about a team member must be reported to the management team at CM Sports.

Action to be taken by CM Sports

If a team member is concerned about a team member behaviour towards a child, they need to report it to the management team of CM Sports.