



FMG Project Safeguarding Policy

This safeguarding policy is for the use of the FMG Project and all activities relating to the project. We provide opportunities for local young people to learn, grow and achieve through a fitness-based coaching programme, in our state-of-the-art gym facility. We use sport and exercise as our vehicle to create a positive impact.

The project aims to:

- Give access to coaching, education and facilities to those that might not otherwise have the opportunity.
- Provide pathways to achieve excellence in sport through links to local clubs.
- Give an opportunity for young people to learn how to coach, bettering their future prospects.
- Create motivation and a positive attitude.
- Teach young people to channel their energy positively.
- Help people to develop a healthier lifestyle.
- Teach life skills such as commitment, communication and leadership.

We have a commitment to keeping all children and young people associated with the FMG Project safe at all times, by promoting their welfare and protecting them from harm. This policy covers all children and young people under the age of 18 and applies to all coaches, volunteers and other individuals who will be in contact with these young people whilst under our care.

Context

Whilst this policy covers FMG Project activities only, it links to more-detailed local and national child protection policies, legislation and procedures that provide an overarching framework for our own safeguarding practices. These include the [Children Act 1989](#), the [Children Act 2004](#) and the [Children and Social Work Act 2017](#), as well as the Safeguarding Vulnerable Groups Act 2006, Care Act 2014, Counter Terrorism and Security Act 2015 Prevent Duty, The Human Rights Act 1998, What to do if you're worried a child is being abused HMG 2015, Information Sharing: Advice for practitioners providing Safeguarding Services DfE 2018, Working together to safeguard children HMG 2018, Sexual Offences Act 2003 and Equality Act 2010. We also acknowledge the Pan Sussex procedures supplied by the Brighton & Hove Safeguarding Children Partnership (BHSCP).

Policy Statement

We believe that all children and young people, regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, should be and feel safe at all times. Everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. We recognise the additional needs of children from minority ethnic groups, lower socio-economic backgrounds

and disabled children and the barriers they may face, for example with communication or the impact of discrimination.

This policy applies to all participants who use FMG Project services, have contact with FMG Project members of staff, and are in any other way brought to the attention of the Project through any of our services or programmes. FMG Project and all staff and volunteers shall make safeguarding their highest priority. The welfare of young people is paramount and overrides all other policies. All FMG Project staff who come into contact with young people in their work have a duty to safeguard and promote their welfare. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Outreach Work in Schools/Other Organisations

The school/organisation's safeguarding policy will take priority in relation to the management of any safeguarding incident, however, to protect the best interests of the young person, the Designated Safeguarding Lead may decide to make a referral to other agencies and will inform the school of any such referral. A copy of the school/organisation's safeguarding policy will be requested and understood before any contact with young people takes place.

In-House Work and the Academy/Foundation Programme Programme

FMG Project's safeguarding policy will take priority in relation to the management of any safeguarding incident disclosed when under FMG Project care. Upon receiving a referral, staff members will fill in the Safeguarding Reporting Form and inform the Designated Safeguarding Lead, who will then pass on the form and information to any relevant external agencies (e.g. social services) if deemed necessary. At this stage, the external organisation is expected to take over the safeguarding process, keeping the Designated Safeguarding Lead informed as appropriate. If the relevant agency is uncontactable at the time, the Designated Safeguarding Lead will inform them of any action taken as soon as possible. If an allegation involves the Designated Safeguarding Lead, the member of staff will report directly to the Board of Trustees Safeguarding Lead.

FMG Project and project staff or volunteers must never keep concerns about a participant's safety to themselves. All staff and volunteers are obliged to report about any concerns about a person's safety as set out within this document.

FMG Project will meet our commitment to keeping children and young people safe by:

- listening to children and respecting them
- appointing a Designated Safeguarding Lead and Board of Trustees Safeguarding Lead who take responsibility for safeguarding at the highest level in the organisation
- writing detailed safeguarding and child protection procedures and making these easily accessible
- making sure all staff and volunteers understand and follow the safeguarding and child protection procedures

- ensuring children, young people and their families know about the organisation's safeguarding policies and what to do if they have a concern
- building a safeguarding culture where staff, volunteers and children know how they are expected to behave and feel comfortable about sharing concerns
- ensuring that all staff and volunteers who work with young people on our behalf have been DBS checked and have completed safeguarding training (minimum level 2). Those who are in the process of being checked, but have not yet received their certificate, will need to be supervised by another fully-checked and trained member of staff
- ensuring that we provide a safe physical environment for our young people, staff, athletes and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

We are committed to reviewing our policy and good practice annually.

This policy was created by Sam Crocker-Green, Designated Safeguarding Lead, and came into force on 27/09/2021. Reviewed most recently on 14/09/23.

Signed  _____

Designated Safeguarding Lead (DSL):

Sam Crocker-Green
sam@fmgproject.co.uk
 07811679319

Roles and responsibilities:

- Responsible for liaison with local statutory children's services, and with BHSCP
- Provide support, advice, and guidance to any other staff on an ongoing basis, and on any specific safeguarding issue as required

Training: Safeguarding Children - Level 3, Completed 13/09/2021, Valid for 3 years

Board of Trustees Safeguarding Lead:

Joel Kidger
joel@fmgproject.co.uk
 07921233371

Roles and responsibilities:

- Take on the roles/responsibilities of the DSL when they are not available

Safeguarding Reporting Form

This form is used for reporting internally any suspicions and disclosures of possible abuse, concerns for participants' welfare and any issues regarding poor practice. Please complete this with as much information as possible. This information will be treated in confidence, and only shared with appropriate agencies.

When completing this template please keep the following in mind:

- Write in third person
- Write the exact words that the young person used
- It is ok to take notes during a disclosure

Reporter Details	
Name:	
Contact details:	
Date/time of report:	
Subject(s) Details	
Name:	
Gender:	
Date of birth:	
Current Address:	
Phone number:	
Does subject have a disability? If yes, please give details:	Yes No
Any communication barriers that need to be considered? If yes, please give details	Yes No

Details about the concern

What is the nature of your concern?	
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<p>When did the incident happen? (incl. date & times):</p>	
<p>About the incident/concern (include as much additional information as possible):</p>	
<p>Any known details of alleged abuser if appropriate; name, address, relationship to subject:</p>	
<p>Any immediate action taken? (what action have you taken regarding this concern; e.g. called police, referred to Social Care Services)</p>	
<p>Has there been any other concerns leading to this referral? (Please give as much factual background information as possible)</p>	

Is the subject of concern already known to Social Care? e.g. in care, on a Child Protection Plan	
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Remember; do not discuss this with friends or colleagues. Speak to your Designated Safeguarding Lead urgently and they will initiate appropriate action and guide you through the process.

Action taken by FMG Project member of staff:	
Name and contact details of FMG Project member completing this form:	
Signed by Designated Safeguarding Lead:	
Date:	

A minimum of three copies must be retained:

- Copy 1 – is held by the DSL
- Copy 2 – is held by the person responsible for HR, if the concern relates to a member of FMG Project staff
- Copy 3 – is given to the Children’s Social Care Services/police, if you receive a disclosure or you have concerns about the welfare of a child
- Copy 4 - is given to the parents/carers if it does not increase the risk to the child

Allegation Protocol

A formal safeguarding allegation is made in relation to the conduct/behaviour of a member of staff/volunteer.

FMG Project becomes aware of conduct or behaviour by an member of staff/volunteer which gives rise to serious safeguarding concerns.

- Staff member/volunteer to be suspended immediately whilst investigation is ongoing
- Where police investigations/criminal proceedings are ongoing the staff member/volunteer will remain suspended until police investigations/criminal proceedings have concluded
- Whilst member of staff/volunteer is suspended they will be unable to take part in any FMG Project programmes or carry out any work or activities on behalf of FMG Project (either paid or unpaid)

DSL will be responsible for reporting any allegations or concerns to LADO/Police/Front Door For Families/Adult Social Services as required.

Within 1 working day LADO/Front Door For Families/Adult Social Services should be made aware of any allegations that an staff member/volunteer has:

- Behaved in a way that has harmed a child/young person, or may have harmed a child/young person
- Committed a criminal offence against or related to a child/young person; or
- Behaved towards a child/young person in a way that indicate that he/she is unsuitable to work with children or young people.

LADO/Front Door For Families/Adult Social Services will provide advice and guidance on investigating the allegation and liaising with police in relation to the allegation.

- No internal formal review or disciplinary processes will be carried out whilst police investigations/criminal proceedings are ongoing
- FMG Project will co-operate fully with police during any investigations including sharing of appropriate records and information.

Once any police investigation / criminal proceedings have concluded:

- FMG Project will carry out an internal formal review. DSL or Board of Trustees DSL will be responsible for leading any formal review
- Formal review will be carried out in a fair and timely manner
- The staff member/volunteer should be given the opportunity to be supported by a friend, colleague or trade union representative who is not connected to the investigation.
- The formal review should provide a right of appeal

Formal Review Process

If a formal review has taken place and makes a finding of gross misconduct relating to a staff member/volunteer's behaviour or conduct involving a child/young person or relating to a child/young person, FMG Project has the right to dismiss the staff member/volunteer with immediate effect. They may also be prohibited from working for FMG Project in any capacity for an indefinite period. The Designated Safeguarding Lead will keep a record of the allegation and outcome, as well as reporting this to the Charity Commission and DBS.

If a formal review takes place and finds no evidence of gross misconduct relating to a staff member/volunteer's behaviour or conduct involving a child/young person or relating to a child/young person, FMG Project will hold a professional conversation between the member of staff/volunteer and DSL and Board of Trustees DSL about any concerns, future expectations and conduct. This discussion will be used to make a decision on the appropriateness of the staff member/volunteer re-joining the programme or area of work they were previously involved with. There will be no impact on future employment with the FMG Project. DSL to consider any further safeguarding training or support which should be offered to the staff member/volunteer. DSL is to be responsible for keeping a record of the allegation and the outcome of the allegation protocol. Irrespective of the outcome of the allegation, a serious incident report is to be made to the Charity Commission.

Disclosure Protocol

Participant discloses information relating to safeguarding to a staff member/volunteer.

Staff/volunteer of FMG Project has a safeguarding concern about a participant OR becomes aware of a safeguarding concern through another young person/parent/guardian.

Member of staff/volunteer should deal with concern in accordance with safeguarding training and best practice:

- Stay calm and approachable
- Listen carefully without interrupting
- Keep questions to a minimum. Only ask questions where information is needed for clarification. Do not ask leading or probing questions.
- Under no circumstances make promises of confidentiality or a certain outcome. Let the individual know what will happen next / who this will be reported to.
- As soon as possible record (in writing) all details of what was said including the individual's precise words where possible. Record details of names, dates, times.

Is the person in need of emergency services?

Yes

Inform Emergency Services- 999

No

Does concern relate to the conduct of:

- Staff/volunteer of FMG Project
- Employee of partner organisation
- A participant or someone else

Staff member/volunteer

Employee of partner organisation

Participant or someone else

Inform DSL. If DSL is the staff member in question, inform Board of Trustees DSL. DSL will follow FMG Project's safeguarding procedure and allegation protocol. DSL to report concern to LADO and FdF and request any required information. DSL responsible for keeping record of concern, outcome of allegation protocol and other relevant information.

Inform DSL. DSL is responsible for reporting any concerns to partner. Partner should follow their safeguarding procedures. DSL is responsible for liaising with partner organisation in relation to concern, recording details of concern and outcome.

Inform DSL. DSL will follow FMG Project's safeguarding procedure for school and in-house settings. DSL is responsible for liaising with LADO and FdF in relation to concern. DSL is responsible for recording details of concern and outcome.



LADO Referral / Consultation - Allegations or concern about a person working with children

Procedures:

- [8.2 Allegations Against People who Work with, Care for or Volunteer with Children](#)
- [Flowchart](#)

To be completed if a professional receives an allegation or has a concern about the behaviour of a member of staff working or volunteering with children and that concern could amount to:

- A member of staff or volunteer has behaved in a way that has harmed a child, or may have harmed a child, or
- Possibly committed a criminal offence against or related to a child, or
- Behaved towards a child or children in a way that indicates s/he may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

NAME OF REFFERER AND AGENCY			
Name	Click or tap here to enter text.	Date of referral	Click or tap here to enter text.
Agency	Click or tap here to enter text.	Job Title/Role:	Click or tap here to enter text.
Tel No:	Click or tap here to enter text.	Email	Click or tap here to enter text.

NAME OF REFERRED PERSON					
Family Name	Click or tap here to enter text.	Given Name	Click or tap here to enter text.	Do B:	Click or tap here to enter text.
Home Address:			Tel No:		
			Email		
Job Title/Role:		Ethnicity		Gender	Male
					Female
Workplace Address:					
Click or tap here to enter text.					

Names and DOB of own children if known:

Click or tap here to enter text.

Have there been any prior concerns regarding this person:

Yes

No

(If yes please give details, dates, and outcome)

Click or tap here to enter text.

DETAILS of CHILD(REN) or YOUNG PERSON

Family Name:		Given Name		DoB:	
Home Address:					
Ethnicity		Male		Female	

REASON FOR REFERRAL

Date of incident		Time of Incident/Allegation	
Location of incident			
REFERRAL INFORMATION: Include details if any injuries/harm			
Click or tap here to enter text.			
Potential Witness(es)		Tel No:	
		Email	
Name of Potential Witness(es)		Tel No:	
		Email	

ADDITIONAL ACTION TAKEN / INFORMATION AFTER THE INCIDENT OR ALLEGATION WAS MADE

Click or tap here to enter text.

Action taken to address any immediate safeguarding concerns:

Click or tap here to enter text.

Important Contact Details:

- Local Authority Designated Officer (LADO), ladoenquiries@brighton-hove.gov.uk
- Front Door for Families (FDfF) – T. 01273 290400 (9am to 5pm Monday to Thursday, 9am to 4.30pm Friday); Emergency out of hours T. 01273 335905 or 335906
- Police – T. 01273 665502 or 0845 6070999 or 101
- Prevent Coordinator, Nahida Shaikh, Partnership Community Safety Team – T. 01273 290584; M. 07717303292; E. Nahida.Shaikh@brighton-hove.gcsx.gov.uk
- Prevent Education Officer, Will Robey – E. William.Robey@brighton-hove.gov.uk; M. 07592 100699.
- NSPCC Whistleblowing - 0800 028 0285
- Public concern at work - 020 3117 2520
- NSPCC Helpline- 0808 800 5000 (Monday to Friday 8am–10pm or 9am–6pm at the weekends) - help@nspcc.org.uk
- Childline- 0800 1111

Mobile Phone and Other Devices:

- Cameras will only be used to take photographs/videos when we have written/recorded permission from the parents/guardians
- These will only be shared on social media with written/recorded permission from the parents/guardians
- When shared, only first names will be used (or a fake name if requested) and no other personal details will be shared
- All photos/videos will be taken/recorded on a locked device and deleted as appropriate
- Visitors, parents and guests will not be allowed to take videos/photos when sessions are running or when young people are present.
- The mobile phones of young people must be stored away and not used in the sessions.

Staff Roles and Responsibilities

All staff must:

- Understand the settings safeguarding policy and procedures
- Identify signs of possible abuse and neglect at the earliest opportunity and respond in a timely and appropriate way
- Complete Level 2 (minimum) safeguarding training
- Keep a register of all children and staff on premises
- Know who visitors are and make sure children are aware of who is collecting them
- Mark absences and call emergency contacts if necessary
- Keep the building locked and alarmed when not in use
- Know the layout of rooms to ensure constant supervision

Good Practice when working with young people:

- Always work in an open environment – avoid private or unobserved situations. Encourage an open environment (e.g. no secrets)
- Treat all people equally, and with respect and dignity
- Always put the welfare of each person first – before winning or achieving goals
- Maintain a safe and appropriate distance and professional relationships with participants (e.g. it is not appropriate to have an intimate relationship with any participants or to share a room with them)
- Build balanced relationships based on mutual trust which empowers people to share in the decision-making process
- Ensure that if any form of manual/physical support is required, it should be provided openly and according to guidelines provided by the school or organisation.
- If sports coaching, be aware that care is needed as it is difficult to maintain hand positions when the child is constantly moving. Participants should always be consulted, and their agreement gained.
- Keep up to date with the technical skills, qualifications and insurance in order to continue to deliver to participants.
- Involve parents/carers wherever possible, e.g. for the responsibility of their children in the changing rooms. If groups have to be supervised in the changing rooms, always ensure parents/carers/teachers/officials work in pairs.
- Ensure that any residential, adults should not enter or invite any participants into their rooms
- Be an excellent role model – this includes not smoking or drinking alcohol in the company of participants.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognise the developmental needs and capacity of the participants – avoid excessive training or competition and not pushing them against their will or beyond their capabilities.

Practice to be avoided:

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable, they should only occur with the full knowledge and consent of someone in charge in the organisation or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session.

- Avoid spending time alone with participants away from others
- Avoid taking participants alone on car journeys, however short

The following should never be sanctioned. You should never:

- Engage in rough, physical or sexually provocative games, including horseplay
- Share a room with a participant
- Allow or engage in any form of inappropriate touching
- Take participants to your home where they will be alone with you
- Allow participants to use inappropriate language unchallenged
- Make sexually suggestive comments to a participant, even in fun
- Fail to act on and record allegations made by a participant
- Do things of a personal nature for any participant they can do for themselves
- Constantly shout at and taunt a participant

- Use inappropriate language

Be Aware:

- There is a need to be responsive to a person's reactions. If a person is fully dependant on you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.
- If you accidentally hurt a person, he/she seems distressed in any manner, appears to be sexually aroused by your actions, or misunderstands or misinterprets something you have done, report any such incident as soon as possible to another colleague and make a brief written note of it. Parents or carers should be informed of the incident.

Definitions of Abuse (As defined by the Department for Education and Children Act 1989 and 2004 and Care Act 2014):

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or adult. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child or adult and also if inappropriate restraint is used. Physical abuse, as well as being a result of an act of commission can also be caused through omission or the failure to act to protect.

Emotional abuse can involve threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. In the Children Act 1989 it is defined as the persistent emotional ill-treatment such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. Some level of emotional abuse is involved in all participants of ill treatment of a child or adult, though it may occur alone.

Sexual abuse including rape and sexual assault or sexual acts to which the person has not consented or could not consent or was pressured into consenting. It involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. They may include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

Neglect is the persistent failure to meet basic physical, medical and/or psychological needs, likely to result in a serious impairment of the health or development. Neglect is also failure to provide access to appropriate services and the withholding of the necessities of life, e.g. nutrition, medication and heating. Neglect may occur during pregnancy as a result of maternal substance abuse.

Financial Abuse including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits

Discriminatory Abuse including racist, sexist, that based on a person's disability, and other forms of harassment, slurs or similar treatment.

Institutional Abuse may take the form of isolated incidents of poor and unprofessional practice at one end of the spectrum, through to pervasive ill treatment or gross misconduct at the other.

Domestic Abuse - the Government defines domestic violence as "Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between people aged 16 years or over who are or have been intimate partners or family members, regardless of gender or sexuality." This includes issues of concern to black and minority ethnic (BME) communities such as so called 'honourbased violence', female genital mutilation (FGM) and forced marriage. Where there is evidence of domestic violence, the implications for any children in the household should be considered, including the possibility that the children may themselves be subject to violence, or may be harmed by witnessing or overhearing the violence.

Forced Marriage is a marriage in which one or both spouses do not (or, in the case of some adults at risk, cannot) consent to the marriage and duress is involved. Duress can involve physical, psychological, financial, sexual and emotional pressure.

Honour-based Violence – The term "honour crime" or "honour-based violence embraces a variety of crimes of violence (mainly, but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or their community.

Other issues to be aware of:

Bullying is deliberately hurtful and harmful behaviour, often repeated over a period of time and from which it may be difficult to defend. Bullying may take many forms, including: physical attacks, verbal (which would include name-calling, threats, racist or homophobic remarks) and emotional (for example, isolating an individual from the activities and social acceptance of others). Cyberbullying involves making use of social media, internet, the mobile phones or any other electronic device used to communicate with, to taunt, intimidate or threaten.

Child Sexual Exploitation (CSE)

The sexual exploitation of children and participants is a form of child sexual abuse. Working Together to Safeguard Children and the National Working Group for Sexually Exploited Children and Participants define sexual exploitation as: "Sexual exploitation of children and participants under 18 involves exploitative situations, contexts and relationships where participants (or a third person or persons) receive 'something' (e.g. food, accommodation,

drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities.”

Sexual exploitation can take many forms from the seemingly ‘consensual’ relationship where sex is exchanged for attention, affection, accommodation or gifts, to serious organised crime and child trafficking. What marks out exploitation is an imbalance of power within the relationship. The perpetrator always holds some kind of power over the victim, increasing the dependence of the victim as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from their peers to have sex, sexual bullying (including cyber bullying), and grooming for sexual activity.

Technology can also play a part in sexual abuse, for example, through its use to record abuse and share it with other like-minded individuals or as a medium to access children and participants in order to groom them. A common factor in all cases is the lack of free economic or moral choice.

County Lines

CL is a term used to describe gangs, groups or drug networks that supply drugs from urban to suburban areas across the country, including market and coastal towns, using dedicated mobile phone lines or ‘deal lines’. They exploit children and vulnerable adults to move the drugs and money to and from the urban area, and to store the drugs in local markets. They will often use intimidation, violence and weapons, including knives, corrosives and firearms. CL is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons; and the response to tackle it involves the police, the National Crime Agency, a wide range of Government departments, local government agencies and voluntary and community sector organisations. CL activity and the associated violence, drug dealing and exploitation has a devastating impact on young people, vulnerable adults and local communities.

Spotting the signs:

A young person’s involvement in CL activity often leaves signs. A young person might exhibit some of these signs, either as a member or as an associate of a gang dealing drugs. Any sudden changes in a young person’s lifestyle should be discussed with them. Some indicators of CL involvement and exploitation are listed below, with those at the top of particular concern:

- Persistently going missing from school or home and / or being found out-of-area;
- Unexplained acquisition of money, clothes, or mobile phones
- Excessive receipt of texts / phone calls
- Relationships with controlling / older individuals or groups
- Leaving home / care without explanation
- Suspicion of physical assault / unexplained injuries
- Parental concerns
- Carrying weapons
- Significant decline in school results / performance
- Gang association or isolation from peers or social networks

- Self-harm or significant changes in emotional well-being

What is cuckooing?

Drug dealers use 'cuckooing' methods to target the most vulnerable individuals in our society. Cuckooing may be happening in your area and we want you to know what it is, how to spot the signs and what to do. Cuckooing happens when a drug-dealer befriends, blackmails, or extorts a vulnerable person who often lives alone - such as someone old, or someone with a drug addiction - then takes over their home and uses it as a place to sell drugs from. The drug dealers then 'pay' the victim with drugs, usually crack cocaine and heroin, in exchange for staying at their home. Dealers sometimes also use the home as payment for a debt owed to them by the occupant. They then use the home to run their CL drugs operation from, putting the occupant and consequently the local community at risk of violence.

Spot the signs of cuckooing:

- Other people seen inside the house or flat who don't normally live there
- People coming and going from the property
- More taxis and cars than usual appearing at the property
- Not seeing the person who lives there as frequently
- When you do see the occupant, they may appear anxious or distracted
- Seeing drugs paraphernalia near to the property

If you spot any of these signs you can speak to local police on 101 or call 999 in an emergency. If you'd rather stay anonymous you can call the independent charity Crimestoppers on 0800 555 111.

Prevent

Preventing radicalisation Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. What is extremism? Extremism is defined in "Keeping children safe in education" (2015) as 'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs... calls for the death of members of our armed forces, whether in this country or overseas.'

Any idea or belief can become extreme:

- Political Extremism
- Environmental Extremism
- Animal Rights Extremism
- Religious Extremism

These views may pose a threat to certain groups in society and may or may not, become violent.

What is the Prevent duty? The Prevent duty was introduced as part of the Counter-Terrorism and Security Act 2015. It requires schools, councils, prisons, police, health bodies, colleges

and universities to have 'due regard to preventing people from being drawn into terrorism'. Frontline staff in key sectors, including sport, have a significant role to play.

What does this mean? As an organisation working with children and participants, organisations should:

- Ensure they have robust safeguarding policies and procedures.
- Inform staff and volunteers of what might constitute signs of radicalisation
- Clear guidelines about who to report concerns to.
- Ensure that there is no access to terrorist or extremist materials available at or through the sport.

Where a member of staff has any concerns about the risk of possible or actual radicalisation of an individual, then (s)he is required to report that immediately to the DSL. They will then refer the concern via CHANNEL, which uses existing collaboration between local authorities, statutory partners, the police and the local community to identify individuals at risk of being drawn into terrorism, assess the nature and extent of that risk and develop the most appropriate support for the individuals concerned.

Who should concerns be referred to? Concerns can be reported through several channels:

- The Anti-Terrorism Hotline – 0800 789321 – for immediate concerns
- www.gov.uk/report-terrorism - for reporting of non-emergency information
- CHANNEL is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.
- <https://www.safeinthecity.info/sitc-document/national-prevent-referral-form>

Female Genital Mutilation (FGM)

Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts. It's illegal in the UK and is child abuse. It's very painful and can seriously harm the health of women and girls. It can also cause long-term problems with sex, childbirth and mental health.

All women and girls have the right to control what happens to their bodies and the right to say no to FGM. Help is available if you are worried that someone is at risk.

- If someone is in immediate danger, contact the police immediately by dialling 999.
- If you're concerned that someone may be at risk, contact the NSPCC helpline on 0800 028 3550 or fgmhelp@nspcc.org.uk.

If you have any concerns about any of the above, please see the Threshold Document by Brighton & Hove Safeguarding Children's Partnership, which will provide you with your next steps:

<https://www.bhscp.org.uk/documents/brighton-hove-helping-children-and-families-threshold-document/>

I have read and understood this policy.

Signed _____ **Print Name** _____

Date _____