**Just Coaching Academy Ltd: Safeguarding (Child Protection) Policy**

At Just Coaching Academy Limited (JCA), the safety and well-being of the children in our care are our highest priorities. We are committed to fostering a safe, nurturing environment where every child is protected from abuse, harm, and radicalisation. Our aim is to build a **'culture of safety'**, ensuring all staff are vigilant and responsive to safeguarding concerns.

**Our Approach**

* **Prompt Response:** We act promptly and appropriately to all safeguarding concerns or incidents. Our procedures align with legislation and guidance from the Local Safeguarding Children Board (LSCB).
* **Designated Safeguarding Lead (DSL):** A trained DSL is available during all coaching sessions, acting as the primary contact for safeguarding concerns and liaising with external agencies such as Social Care, LSCB, and Ofsted.

**Recognising Forms of Abuse**

We are committed to identifying and addressing all forms of abuse and neglect, including:

1. **Emotional Abuse:** Persistent emotional mistreatment that affects a child’s emotional development, including making them feel unloved, inadequate, or worthless.
2. **Physical Abuse:** Inflicting harm such as hitting, shaking, poisoning, or inducing illness.
3. **Sexual Abuse:** Forcing or enticing a child to engage in sexual activities, including both physical and non-contact abuse.
4. **Neglect:** Failing to meet a child’s basic physical or emotional needs, such as providing food, shelter, or medical care.
5. **Radicalisation and Extremism:** Recognizing and addressing signs that a child is at risk of being drawn into extremist ideologies or behaviours.

**Signs of Radicalisation**

We remain alert to indicators of radicalisation, such as changes in behaviour, viewing or sharing extremist materials, or justifying violence. Any concerns will be recorded and referred to the DSL for further action.

**Reporting Procedures**

All suspicions, concerns, or disclosures must be reported immediately to the DSL or senior management. The DSL will:

* Log the concern using the **Logging a Concern Form** with factual details of the incident or disclosure.
* Refer the matter to the appropriate authorities, such as Social Care, LSCB, or the police, and follow up within **48 hours**.
* Escalate concerns about radicalisation to the LSCB, police, or anti-terrorist hotline as appropriate.

**Allegations Against Staff**

If an allegation of child abuse is made against a staff member:

* The allegation will be documented in an **Incident Record Form**, signed and dated by witnesses.
* The matter will be reported to the Local Authority Designated Officer (LADO) and Ofsted.
* Following LADO advice, the staff member may be suspended pending investigation.
* Referrals may be made to the Disclosure and Barring Service (DBS) if required.

**Promoting Safeguarding Awareness**

To ensure safeguarding remains a priority, JCA provides:

* **DSL Training:** The DSL undergoes safeguarding and Prevent Duty training every two years, including knowledge of the Channel Programme.
* **Staff Training:** All staff receive safeguarding and Prevent Duty training and are familiar with safeguarding procedures and statutory responsibilities.
* **Safe Recruitment Practices:** All new staff are recruited following safeguarding protocols.
* **Policy Awareness:** All staff are provided with a copy of the Safeguarding Policy and are required to understand its contents and act vigilantly.

**Logging a Concern**

All concerns must be recorded as soon as possible, including:

* The date and time of the incident or disclosure.
* The child’s name, date of birth, and factual details using their own words if applicable.
* The name, signature, and job title of the staff member reporting the concern.

**Physical Contact and Safeguarding**

Physical contact with children is limited to necessary and appropriate situations, such as:

* Comforting a distressed child.
* Supporting activities such as PE or drama.
* Preventing harm or danger.

All physical contact must:

* Be appropriate for the child’s age and understanding.
* Be minimal and always in the presence of others.
* Never involve punishment or corporal discipline.

**Safeguarding Contact Information**

* **Welwyn Hatfield Council:** 01707 357000
* **Children’s Social Care Team:** 0300 123 4043
* **Police:** 101 (non-emergency) or 999 (emergency)
* **Anti-Terrorist Hotline:** 0800 789 321
* **NSPCC:** 0808 800 500
* **Ofsted:** 0300 123 1231

At Just Coaching Academy Limited, we are dedicated to creating a safe and supportive environment where every child can thrive. Safeguarding is a shared responsibility, and we expect all staff, parents, and carers to play an active role in protecting children from harm.