



Safeguarding Policy

Epic Camps is committed to building a 'culture of safety' in which the children in our care are protected from abuse, harm, and radicalisation.

Epic Camps will respond promptly and appropriately to all incidents or concerns regarding the safety of a child that may occur. **Epic Camps'** child protection procedures comply with all relevant legislation and with guidance issued under the *Working Together to Safeguard Children* policy. All of our lead coaches have read and have regard for the *Keeping children safe in education 2023* and *What to do if you are worried a child is being abused – advice for practitioners* – which provides more information on understanding and identifying abuse and neglect.

There is a Designated Safeguarding Lead (DSL) available at all times while the sessions are running. The DSL coordinates safeguarding and child protection issues. **Epic Camps'** designated DSL is Ali Marwick.

Child Abuse and Neglect

Child abuse is any form of physical, emotional, or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly or by failing to protect them from harm. Some forms of child abuse and neglect are listed below:

- **Emotional abuse:** The persistent emotional maltreatment of a child, causing severe and adverse effects on the child's emotional development.
- **Physical abuse:** Involves hitting, shaking, throwing, poisoning, burning, drowning, suffocating, or otherwise causing harm.
- **Sexual abuse:** Forcing or enticing a child to take part in sexual activities, whether physical or non-contact (e.g., showing children sexual activities).
- **Neglect:** The persistent failure to meet a child's basic physical and emotional needs.

Signs of Child Abuse and Neglect

Signs of possible abuse and neglect may include:

- Significant changes in a child's behaviour
- Deterioration in a child's general well-being
- Unexplained bruising or marks
- Concerning comments made by a child
- Reasons to suspect neglect or abuse outside the setting (e.g., at home)
- Inappropriate behaviour by staff or others (e.g., excessive attention or inappropriate comments)

If Abuse is Suspected or Disclosed

When a child makes a disclosure, staff will:

- Reassure the child that they were right
- Listen but not question the child
- Give reassurance that action will be
- Notify the DSL as soon as possible



to speak out

taken

If a member of staff witnesses or suspects abuse, they will contact the DSL lead. If a third party expresses concern, **Epic Camps** will encourage them to contact MASH (0345 0507 666) or speak to the school directly. If they will not, **Epic Camps** will raise the concern with the school.

Child-on-Child Abuse

Children are vulnerable to abuse by other children. **Epic Camps** takes child-on-child abuse seriously and follows the same procedures as other forms of abuse. This includes bullying (including cyberbullying), physical abuse, sexual activity, and coercion. Staff will not dismiss these behaviours as normal, and signs such as dominance or use of threats will be taken seriously.

Extremism and Radicalisation

Epic Camps has a legal duty to protect children from the risk of radicalisation and extremism. Children may be vulnerable due to factors such as feeling alienated, mental health issues, or associating with extremist groups. Signs of radicalisation may include changes in behaviour, justifying violence, or sharing violent extremist material. If staff suspect radicalisation, they will refer to the DSL.

Contextual Safeguarding

Contextual safeguarding recognises that children may be exposed to risks outside the family, such as in peer groups or online. **Epic Camps** will assess risks in different environments and take steps to keep children safe.

Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)

Both CCE and CSE involve exploiting an imbalance of power to coerce children into criminal or sexual activity. Children may be coerced into drug trafficking, shoplifting, or sexual abuse, often through manipulation or threats. **Epic Camps** is vigilant to these risks and will follow safeguarding procedures if exploitation is suspected.

Logging a Concern

If there is a concern about a child, staff will log the details on a 'Logging a Concern' form, including the date, time, and facts of the incident or disclosure. The DSL will notify the necessary school contacts and decide on further action. For concerns of abuse, the DSL will contact MASH. For radicalisation concerns, the DSL will contact the local council or the police if necessary.

Allegations Against Staff

If an allegation is made against a member of staff, the DSL will contact the Local Authority Designated Officer (LADO) within one working day. The LADO will guide **Epic Camps** on the next steps, which may include suspension or an internal investigation. **Epic Camps** will fully cooperate with the LADO's investigation.

Whistleblowing

Staff are encouraged to raise any safeguarding concerns in good faith, with the assurance that their concerns will be taken seriously. Concerns can be reported to the DSL or directly to the LADO if necessary.

Safer Recruitment

Epic Camps follows safer recruitment practices to ensure that all staff are suitable to work with children. This includes DBS checks, reference checks, and safeguarding training for new staff.

Online Safety

With the increasing use of technology, **Epic** children from risks like cyberbullying or encouraged to monitor children's online



Camps promotes online safety to protect inappropriate content. Staff and parents are activities.

Mental Health

Staff at **Epic Camps** are trained to recognize staff notice any concerning behaviour, they will raise the issue with the DSL. **Epic Camps** works with parents and external agencies to provide support when necessary.

signs of mental health difficulties in children. If

Staff Training

All staff undergo child protection and safeguarding training. The DSL and deputies receive additional training, refreshed every two years. Safeguarding is a regular topic in staff meetings, ensuring vigilance at all times.

Confidentiality

All concerns about a child are treated with confidentiality, and information is shared only with relevant staff. Records are securely stored and separate from other records.

Monitoring and Review

Epic Camps' safeguarding policy is reviewed annually, or sooner if legislation changes. This ensures that our procedures remain effective and up to date.

Use of Mobile Phones and Cameras

Photographs of children will only be taken with parental permission. See **Epic Camps'** Mobile Phone and Wearable Technology Policy for further details.

Contact Numbers

- MASH (Multi-Agency Safeguarding Hub): 0345 050 7666
- MASH out of hours contact: 0800 833 408
- Newcastle City Council Safeguarding Team: 0191 277 2500
- Police: 101 (non-emergency) or 999 (emergency)
- Anti-Terrorist Hotline: 0800 789 321
- NSPCC: 0808 800 500
- Ofsted: 0300 123 1231

This policy was adopted by: **Epic Camps**

Date: 02/09/2024

To be reviewed: 02/09/2026

Signed: Ali Marwick

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021)*: Safeguarding and Welfare requirements: Child Protection [3.4-3.8] and Suitable People [3.9-3.13], and *Keeping Children Safe in Education 2022*.