



**Child Protection  
And  
Safeguarding Policy**

Document Provenance
Title of policy: Child Protection and Safeguarding Policy
Author and policy owner in the Executive Team:
Safeguarding Lead
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Approved by: Board of Directors
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Unless there are legislative or regularity changes within the year, this policy is subject to an annual review cycle. If changes are required during the year the policy will be updated and the version control table will also be updated. In addition, the club may decide to issue additional in-year addenda to support this policy.
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Version control Date Key revisions included
Version 1 August 2022
Fully revised policy to meet annual review of KCSIE and all legislation issued for the year 2022-2023
All club– updated policy to meet local safeguarding procedures for 2022-2023
Safeguarding Statement
Approved by the Board of Director

### **Policy Statement**

Leicester Tigers holds the welfare of the children entrusted to them as their highest priority. We place the best interests of the child at the centre of all we do. We are committed to the utmost standards of child protection and safeguarding practices.

Safeguarding and promoting the welfare of children is defined within statutory guidance “Working Together to Safeguard Children; “as protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.”

Leicester Tigers board of Directors has appointed a Safeguarding Manager to advise the Executive Team. Together they develop the strategic safeguarding policies and procedures for the club.

Leicester Tigers is aware that children may be victims of abuse in any form, physical, emotional, sexual and neglect. Our staff and volunteers have received bespoke role related training and guidance to ensure that they can recognise the signs of abuse and respond accordingly. At Leicester Tigers we have ensured that our staff have not only completed the statutory minimum standards of the Rugby

Football union RFU and Premiership rugby League but have completed our own rigorous safeguarding programme. We have nurtured a culture at Leicester Tigers where safeguarding is not merely a box ticking exercise but is fundamentally part of our ethos.

**In order to protect our children, we:**

- Create an atmosphere where all children can feel secure, valued and listened to.
- Staff and volunteers are able to recognise signs and symptoms of abuse.
- Everyone at Leicester Tigers is able to respond quickly and effectively to cases of suspected abuse.
- The safeguarding team monitor and support children at risk.
- Staff use the Leicester Tigers programmes to raise Childrens awareness in order to build confidence and life skills.
- We work closely with parents/carers and support external agencies in their work.
- We ensure that all adults who have access to children have been checked as to their suitability via an Enhanced DBS check and other pre-employment vetting checks as part of our safer recruitment process.
- We provide regular training and updates to our staff on a range of safeguarding issues.
- We endeavour to support each child by: encouraging self-esteem and self-assertiveness whilst not condoning, aggression or bullying. We achieve this by promoting a caring, safe and positive environment.
- We liaise and work together with all other support services and those agencies involved in the safeguarding of children
- Where necessary we notify children’s services via the approved mechanisms as soon as there is a significant concern.
- Where necessary we alert the RFU of safeguarding concerns.

Anyone who is concerned about the safety or well-being of a child within the Leicester Tigers organisation should ask to speak to the Designated Senior Person for Safeguarding.

<b>Safeguarding Leaders</b>
<b>Designated safeguarding lead</b> - whole club Kathleen Simpson
<b>Deputy designated Safeguarding lead</b> - whole club Sarah Allen

**Section 1 Introduction and context**

Leicester Tigers wants every child to have a safe and enjoyable experience when they access any of our services. We stand by the principle that safeguarding is everybody’s business. We instil a passion in Tigers staff, volunteers and the wider Tigers family to rise up and accept the challenge and collective responsibility to keep children safe. We have developed the ethos of “EYES WIDE OPEN” which we feel encapsulates our culture. We want everyone to be alert and vigilant placing safeguarding at the heart of our practice.

For more information on Leicester Tigers safeguarding, please take a look at our guides for children which can be found on our website. If you wish to report a specific concern in relation to safeguarding

a child, contact the safeguarding team directly at [safeguarding@tigers.co.uk](mailto:safeguarding@tigers.co.uk). If your concern is specifically related to the Leicester Tigers Academy then contact [Academywelfare@tigers.co.uk](mailto:Academywelfare@tigers.co.uk). Alternatively you can view our **Frequently Asked Questions** to see if your query is answered there.

## Section 2. Responsibilities and definitions

Leicester Tigers ethos is to ensure that we safeguard all children. We expect everyone at the club regardless of their role to share this commitment.

2.1 All staff and volunteers at Leicester Tigers should take every welfare concern seriously.

2.2 We will always act in the best interest of the child, their welfare is paramount.

2.3 Leicester Football Club PLC fully recognises its responsibilities for child protection and safeguarding. This policy sets out how Leicester Tigers will deliver on those responsibilities.

2.4 “Child” as written in this policy is a child until 18. At Leicester Tigers we are mindful of the language and terminology we use. Therefore we have taken the stance to only refer to those under 18 as children and refrain from using the term “young person”.

2.5 A child is defined as a person under 18 as stipulated in; The Children’s Act 1989.

2.6 Child as written in this policy is of statutory age.

2.7 Child as written in this policy refers to any child accessing any of our services.

2.8 “Staff” as written in this policy means anyone with contact to a child, all coaching staff, non-coaching, directors, and volunteers, and extends to all agencies, contractors and visitors.

## Section 3 Policy considerations

3. This policy should be read in conjunction with:

3.1 Rugby Football Union Child Safeguarding policy.

3.2 Working together to safeguard children’ (DFE, updated 2019) which is statutory guidance to be read and followed by all those providing services for children and families.

3.3. What to do if worried a child is being abused” (March 2015).

3.4. “Information sharing: Advice for Practitioners providing safeguarding services to children, young people, parents and carer (July 2018).

3.5. (June 2015) Sexual violence and Harassment between children in academies and colleges.

## Section 4 safeguarding and responsibilities

4. All staff who have contact with children including coaches and volunteers have responsibility for the following:

4.1 Listening to, and seeking out, the views, wishes and feelings of children and demonstrating this in their practice.

4.2 They should be alert to the signs of abuse, including specific issues in safeguarding. They should understand the duty they have to refer any concerns to the Designated Safeguarding Lead(s) of the club.

- 4.3 They should know who the clubs Designated Lead(s) for safeguarding are.
- 4.4 They should obtain feedback on all concerns reported to the Designed Safeguarding Lead.
- 4.5 They should feel able to use Leicester Tigers safeguarding Escalation and Grievance policies if necessary.
- 4.6 They should be aware of the 'Allegations Against Professionals' LADO procedures and feel confident in being able to use them. They should know how to report concerns about other staff and the club.
- 4.7 They should be aware of the clubs Whistle Blowing procedures and where to obtain further information, advice and support. (See clubs Whistleblowing Policy).
- 4.8 They must ensure that their Child Protection training is up to date, undertaking refresher/update training at least annually.
- 4.9 They should know the process for sharing information and working together with agencies such as the RFU and the Police to provide children with the help and support they need. Staff should always consult the Designated safeguarding Lead before making contact with regulating bodies or statutory organisations.
- 4.10 Where staff have concerns regarding a child they should raise these with the Designated Safeguarding Lead(s) who will normally decide/take the next step/s. However, any member of staff, coach or volunteer/academy player in the club can make a referral directly to the RFU as part of the escalation process.
- 4.11 Where staff feel unclear about what has happened to their concerns following a referral they should request feedback.
- 4.12 All staff should be aware of the clubs wider Safeguarding Partnership's Escalation Policy and process. This may be followed if a staff member fears their concerns have not been addressed. Staff should make themselves familiar with Leicester Tigers Whistle Blowing policy.
- 4.14 Staff should be aware that Looked After Children and care leavers are more vulnerable than other children. Staff should ensure their needs are acknowledged and met by working with the allocated social worker.
- 4.15 All staff should recognise their roles and responsibilities under SEND special educational needs disability. SEND children may not be able to recognise abuse, abusive situations or protect themselves from significant harm and exploitation
- 4.16 All staff should recognise the needs of young carers as they can be more vulnerable or placed at risk. If they identify a young carer they should highlight this to the DSL and the club will ensure they are supported and signposted to organisations that can help them.
- 4.17 All staff should recognise that a child may become homeless and that we owe them a duty of care to assist them in obtaining the necessary help and support to ensure that they can continue in rugby.
- 4.18 All staff should recognise that children are capable of abusing other children or their peers. This may constitute sexual violence and/or harassment. Staff should recognise that this is a child protection concern which requires action and reporting.

4.19 All staff should recognise where there are emotional and mental health needs in children. When children are struggling they should seek advice and support of the DSL so the child can be assisted by external health agencies and organisations.

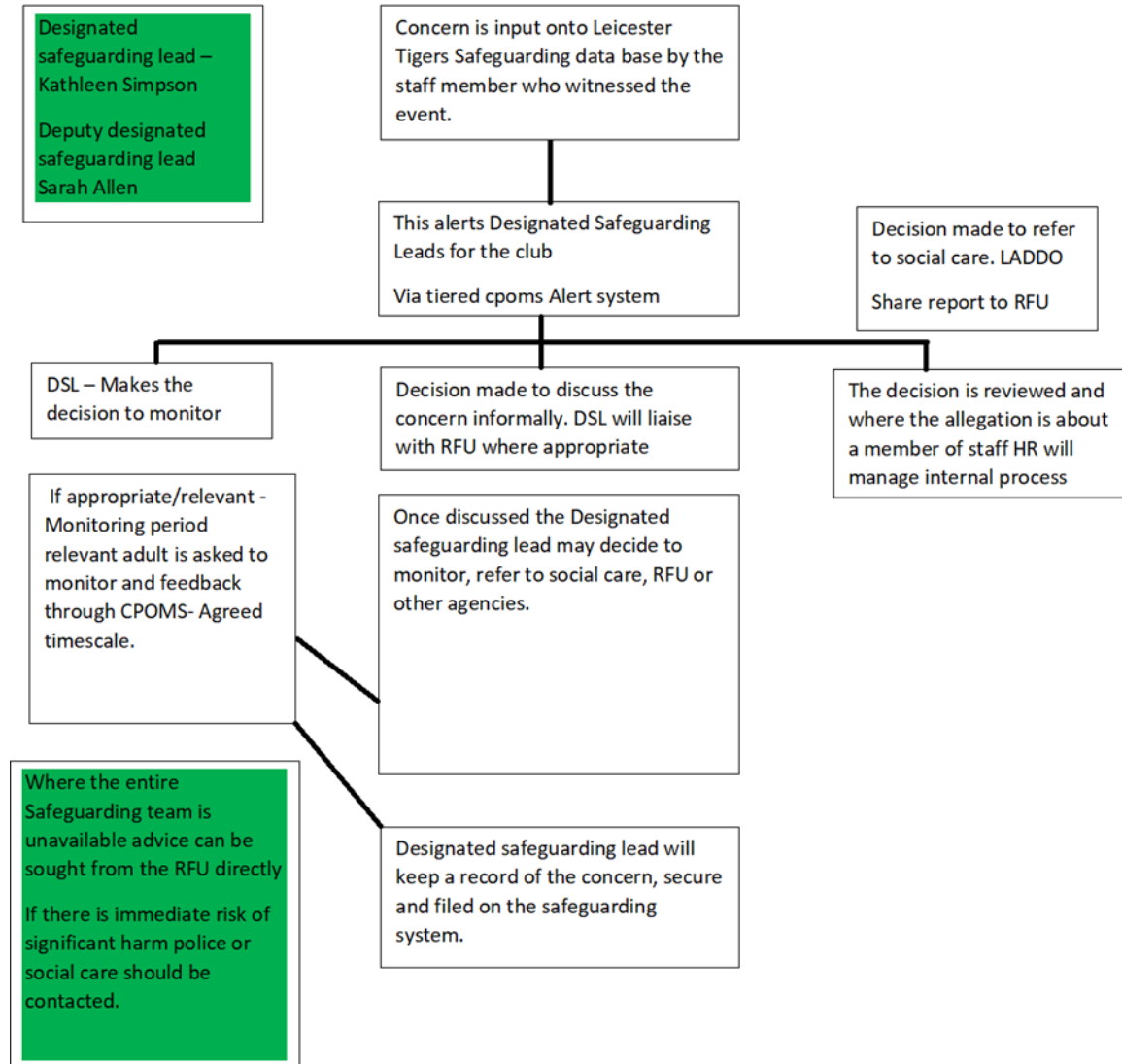
4.20 All staff should recognise where a child is vulnerable to child sexual exploitation and trafficking. They should seek advice from the DSL and know how to report any issues/incidents.

4.21 All staff should recognise a child may be criminally exploited or involved in gang culture and should seek advice and report any issues /incidents to the DSL.

### **Section 5. All Staff have responsibility for the following:**

To share and report a safeguarding concern, know how to do this and who to. They should write a first-hand record of the incident on the clubs CPOMS (Child Protection Online Management System).

# Safeguarding flow chart





# LEICESTER TIGERS SAFEGUARDING TEAM



**Dave Wilks**  
Academy Manager



**George Glenn**  
Junior Academy  
Lead Coach



**Kathleen Simpson**  
Designated  
Safeguarding Lead



**Mike Groves**  
Head of Operations  
& IT



**Scott Clarke**  
Head of Community  
& Global Partnerships



**Greg Mannion**  
ACES Manager



**Steve Hanna**  
SMB Group Partnerships  
& Development Coach



**Sarah Allen**  
Deputy  
Safeguarding Lead

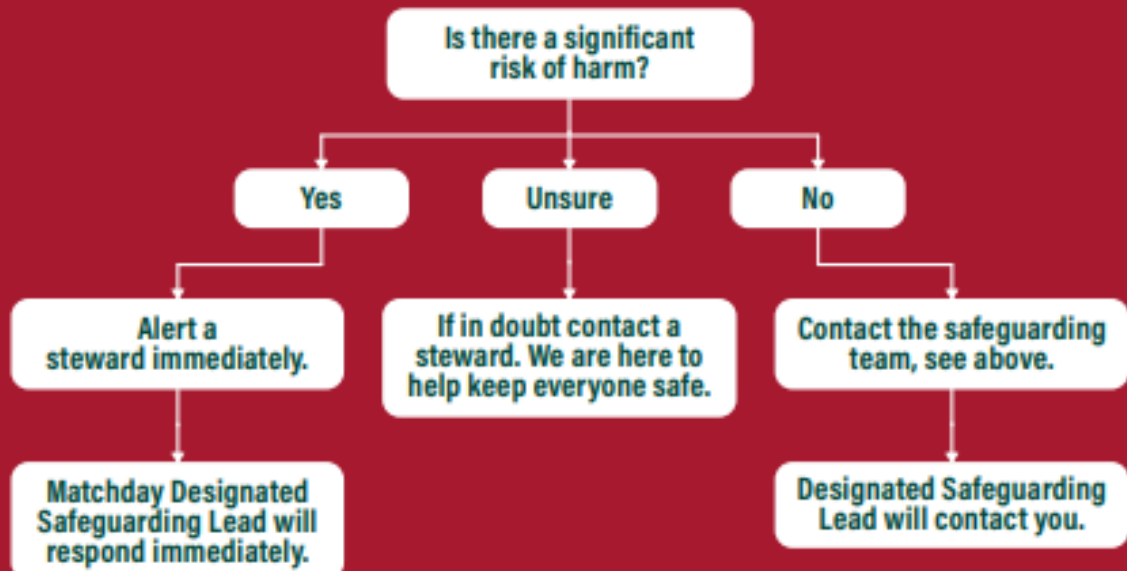


**Sam Swift**  
Foundation Manager



**Dan Hemingway**  
Community Manager

## Matchday - How to report a safeguarding concern.



**Email: [safeguarding@tigers.co.uk](mailto:safeguarding@tigers.co.uk) | Call: 07972134767**



## Section 6. Role of the Designated Safeguarding Lead

The Designated Safeguarding Lead is responsible for safeguarding, child protection and welfare of at risk adults at Leicester Football Club PLC.

The key role of the Designated Safeguarding Lead is to:

- Manage referrals both internal and external.
- Work with external agencies and professionals on matters of safety and safeguarding
- Undertake training
- Raise awareness of safeguarding and child protection across the club
- To maintain a system for safeguarding records, including notes of all concerns referred by club staff and be responsible for their security and confidentiality of those records.
- Report to senior management and the Executive board on all safeguarding matters, keeping them updated of legislative changes.

The records will include but will not be limited to:

- Child safeguarding referrals to Local Authority
- General concerns about children
- Concerns relating to peer on peer (previously known as child on child)
- Incidents of serious bullying
- Any referrals of staff abuse.

The safeguarding lead will be responsible for ensuring that all relevant club staff are familiar with the Leicester Football Club PLC safeguarding Children Procedures.

The Safeguarding Lead will be responsible for providing support to any member of the club's staff in respect of any matter of child protection.

These referrals will be to Leicester/Leicestershire social services unless the child has a named social worker or resides within another local authority.

## Section 7 Procedure for Leicester Tigers staff suspected of abuse.

- All incidents or accusations involving a member of club staff and volunteers are to be reported to the Designated Safeguarding Lead on the same day, as soon as is practicable.
- In the event that the concern being raised is about the Designated Safeguarding Lead, the concern will be reported to the Deputy Safeguarding Lead.
- On receiving notification of the allegation, the safeguarding Lead will investigate the nature of the concern. This may be covered by the clubs disciplinary procedure. If the allegation is considered serious or a child is at risk of significant harm the matter will be reported to the police and other statutory or regulatory organisations.
- The parents of the child will be informed of the concern and the actions that will be taken

## Section 8 Adults supervising under 18's Rugby

All Adults that supervise children will need to declare and confirm that they do not have any convictions. They must agree to a mandatory DBS (police check).

All staff and volunteers who have access to children are to undergo a DBS check.

All employees, volunteers, coaches, stand managers, designated supervisory stewards, team managers and any other nominated person is to undertake a form of study to ensure their practice is exemplary and to facilitate the development of positive culture towards good safeguarding practice.

All staff and volunteers will receive advisory information outlining good/bad practice and informing them what to do if they have a concerns about the behaviour of an adult towards a child.

All those delivering rugby programmes to children must have an up-to-date first aid qualification.

## Section 9 Children aged 17 eligible to pay in the adult game

At Leicester Tigers we follow the RFU regulations and game guidance, on occasion a child player aged 17 will be deemed suitable to play in the adult game. We have ensured that we have the infrastructure and requisite safeguarding measures as stipulated by the RFU for a 17 year old to play adult rugby. *Further details can be found at Appendix C*

## Section 10: Types of Abuse/Signs of Abuse/Specific

Safeguarding Issues (Child Protection)

### 10. Child Abuse

10.1. We acknowledge that there are four types of child abuse as defined in 'Working Together to Safeguard Children' (2018) which is also defined in the 'Keeping Children Safe in Education Statutory Guidance', (2022).

10.2 Details of this can be found in the *Appendix B at the rear of this document*.

10.3 Leicester Tigers understands that there are indicators of child abuse; however, these should not be considered as a definitive list, but used when considering the possibility of abuse in children.

10.4 A full explanation of indicators can be found at *Appendix B at the rear of this document*.

10.5 Leicester Tigers understands that there are specific safeguarding issues, we will ensure all staff are trained to understand, identify, report, and monitor concerns. Where appropriate these issues will be included in staff training;

10.6. Children and young people with special educational needs and disabilities (SEND) can face additional safeguarding challenges because:

There may be assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration. Children with SEND can be disproportionately impacted by things like bullying without outwardly showing any signs. Difficulties may arise in overcoming communication barriers.

At Leicester Tigers Football club plc, we identify those who might need more support to be kept safe or to keep themselves safe by:

10.7. Understanding the signs and indicators of specific issues of abuse. Leicester Tigers will incorporate the signs of abuse and specific safeguarding issues on safeguarding into briefings, staff induction training, and ongoing development training for all staff.

10.8. Leicester Tigers will also access government guidance, local procedures, strategies, and tools through the Local Safeguarding Partnership.

10.9. The Designated Safeguarding Leads and those with responsibility for safeguarding will use the information available to them and networks, to help all staff develop the knowledge and understanding pertaining to national and local emerging concerns.

Staff are taught to recognise risk and how to get help when they need it. Examples of this include:

- Workshops
- Personal development plans
- Targeted group work
- Whole club projects and initiatives

## Section 11. Domestic Abuse

11.1. Domestic Abuse is rarely a one-off incident, but a pattern of abuse of power and control. It is any threatening behaviour, violence or abuse between adults who are, or have been in a relationship; or between family members. It can be psychological, physical, sexual, financial or emotional abuse.

11.2. Children living with domestic abuse in their home or who are caught up in incidents of domestic abuse, are victims. Children can be physically harmed if they get caught up in an incident of domestic abuse. The impact on children living in a household where there is domestic abuse is likely to influence their development and social skills. We will treat any disclosure of information relating to domestic abuse as a safeguarding concern and we will follow local safeguarding procedures.

Further Information about domestic abuse can be found at *Appendix E*

11.3. We acknowledge the Domestic Abuse Act, 2021 and will work with its new powers when working with our staff, all children and their families where we believe Domestic Abuse is a feature and children are living with Domestic Abuse.

11.4. In April 2021, The Domestic Abuse Act 2021 received Royal Assent and introduced a statutory definition for the first time.

11.5. The Domestic Abuse Act 2021 (Part 1) defines domestic abuse as any of the following behaviours, either as a pattern of behaviour, or as a single incident, between two people over the age of 16, who are 'personally connected' to each other:

- physical or sexual abuse
- violent or threatening behaviour
- controlling or coercive behaviour
- economic abuse (adverse effect of the victim to acquire, use or maintain money or other property; or obtain goods or services); and
- Psychological, emotional, or other abuse.

11.6. People are 'personally connected' when they are or have been married to each other or civil partners; or have agreed to marry or become civil partners. If the two people have been in an intimate

relationship with each other, have shared parental responsibility for the same child, or they are relatives.

11.7. The definition of domestic abuse applies to children if they see or hear, or experience the effects of, the abuse; and they are related to the abusive person

11.8. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home.

11.9. The National Domestic Abuse helpline can be called free of charge and in confidence, 24 hours a day on 0808 2000 247.

11.10. Any safeguarding concerns will be reported into Children's social care services using the local Leicester and Leicestershire safeguarding procedures.

11.11. Teenagers aged 16/17 in a relationship are protected by domestic abuse safeguarding procedures and the law. If we become aware or receive any information about a domestic abuse relating to this age group, we will treat this as a safeguarding concern and follow our safeguarding processes.

11.12. The Multi-Agency Risk Assessment Conference (MARAC) is a multi-agency approach in managing cases of domestic abuse and where children are living, the victim will be seen as high risk of serious harm/ homicide. A multi-agency response is essential in ensuring that victims and their families are as safe as possible.

## **SECTION. 12 Emotional/Mental Health and Wellbeing**

12.1 All staff should also 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.

12.2. Staff 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.

12.3. 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.

12.4. We acknowledge many children will have periods of feeling anxious, afraid and upset, and can develop phobias. However, some children will experience this more frequently.

12.5. Undertaking a coordinated and evidence-informed approach to mental health and wellbeing leads to improved emotional health and wellbeing in children, and greater readiness to learn, improved attendance, attention, behaviour, and attainment.

12.6. We have the knowledge and skills to implement an effective whole club approach to mental health and wellbeing in our setting.

12.7. The DSL is working with other members of the safeguarding team to develop a mental health approach across the whole club. This will involve additional training and we acknowledge that this will require work with outside agencies. The Club currently has a number of staff trained in mental health first aid.

12.8. We will provide information and signpost services to children and parents. If staff have a mental health concern about a child, we will respond to the concern, inform and discuss our concerns with parents/carers and seek ways to support the child in and out of the club.

12.9. If a child is presenting with a risk of serious immediate harm and at risk of taking their own life, we will seek urgent medical intervention.

12.10. Only appropriately trained professionals should attempt to make a diagnosis of a mental health concern. However, this club will provide information and signposting services to children and parents and assist with the teaching of emotional health and wellbeing to children.

### **Section 13 Online Safety, Cyber Security**

13.1. Leicester Tigers will work with our partners to keep children safe when online.

13.2. We will ensure that we have information and processes to raise awareness of online safety and cyber security for all our staff, children, and parents, our aim is to have a whole club approach to online safety.

13.3. We have several mechanisms by which we are aiming to develop the staff, volunteers, children's and parents understanding of online safety and cyber scrutiny. These include:

- Safeguarding and well-being information shared on website
- Personal development of players and staff
- Workshops
- Targeted group intervention

13.4. This will cover a range of online safety issues including:

- fraud and scams
- copycat websites, phishing e-mails
- identity theft
- cyberbullying/trolling, cyberstalking
- online grooming, online radicalisation
- offensive/illegal content including race hate
- child sexual exploitation online
- youth produced sexual imagery (sexting, nudes, semi-nudes)
- Using social media platforms.

13.5. Cyber Security is a growing safeguarding concern, and we recognise the need to have procedures to ensure networks, data and systems are protected against cyber threats and help keep staff and pupils safe, particularly when using remote learning platforms and remote teaching platforms and delivery styles. We will use the recommended national and local guidelines on staff and pupils who may need to work remotely.

13.6. Leicester Tigers has policies/guidance on cyber security and safety which are available on request.

13.7 The Sending of Indecent Images from one child to another through digital media devices, including nudes and semi-nudes.

13.8. In the latest advice for academies (UKCIS, 2020), this is defined as the sending or posting of nude or semi-nude images, videos, or live streams online by young people under the age of 18. This could

be via social media, gaming platforms, chat apps or forums. It could also involve sharing between devices via services like which works offline.

13.9. The motivations for taking and sharing nude and semi-nude images, videos and live streams are not always sexually or criminally motivated. This does not apply to adults sharing nudes or semi-nudes of under 18-year olds. This is a form of child sexual abuse and we will refer this to the police as a matter of urgency.

13.10. This club will respond to a child sending indecent images as a safeguarding concern. The DSL Team will seek advice from the police and will consider a referral into children's services.

13.11. We will use national and local guidance to help us:

- Gov. Guidance Sharing nudes and semi nudes, Dec 2020
- <https://swgfl.org.uk/magazine/Managing-Sexting-Incidents/Sexting-Advice.aspx>

In England and Wales, the Protection of Children Act 1978 makes it an offence to take, make, show, distribute, possess (with a view to distribute) or publish an advertisement with an indecent photograph or pseudo-photograph of a child.

Part 11 of the Criminal Justice Act 1988 makes it an offence to possess indecent images of children (whether or not you intend to distribute them).

## Section 14. The Criminal Exploitation of Children (CCE)

14.1. We will train all staff to recognise signs which may indicate criminal exploitation which will help them to identify children in the club/academy who may be at risk.

14.2. Criminal exploitation is child abuse where children under 18 are manipulated and coerced into committing crimes.

14.3. 'County Lines' is the police term for urban gangs exploiting young people into moving drugs from a hub, normally a large city, into other markets -suburban areas and market and coastal towns and using dedicated mobile phone lines or "deal lines".

14.4. Cuckooing is a practice where people take over a person's home and use the property to facilitate exploitation. There are different types of cuckooing:

- Using the property to deal, store or take drugs
- Using the property to sex work
- Taking over the property as a place for them to live
- Taking over the property to financially abuse the tenant.

14.5. The most common form of cuckooing is where drug dealers take over a person's home and use it to store or distribute drugs. Children living in these properties are at risk of neglect and other types of abuse.

14.6. **Some of the following can be indicators of CCE:**

- children who appear with unexplained gifts or new possessions
- children who associate with other young people involved in exploitation
- children who suffer from changes in emotional wellbeing
- children who misuse drugs and alcohol

- children who go missing for periods of time or regularly come home late

14.7. Criminal exploitation of children is a safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals; including, reference to the safeguarding procedures as outlined by the local authority. This will mean a referral into the Police and Social Care. The club will offer support to a victim.

## Section 15. The Sexual Exploitation of children (CSE) and children at risk of exploitation (CRE)

15.1. We will train all staff to recognise signs which may indicate sexual exploitation and to identify children in the club who may be at risk and to report this. We recognise this is relevant to both boys and girls.

### 15.2. The statutory definition of Child Sexual Exploitation (CSE)

15.3. Child Sexual Exploitation (CSE) is a type of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child under the age of 18 into sexual activity.

15.4. It can occur online, and many young people can be persuaded or forced to have sexual conversations by text or online, send or post sexually explicit images of themselves, take part in sexual activities via a webcam or smartphone.

15.5. Children and young people in sexually exploitative situations and relationships are persuaded or forced to perform sexual activities or have sexual activities performed on them in return for gifts, drugs, money, or affection.

15.6. Leicester Tigers will support our partner and both statutory and Non-government organisations to eradicate child sexual exploitation

### 15.7. Indicators of child sexual exploitation may include:

- acquisition of money, clothes, mobile phones, etc. without plausible explanation
- gang-association and/or isolation from peers/social networks
- exclusion or unexplained absences from club, college, or work
- leaving home/care without explanation and persistently going missing or returning late
- excessive receipt of texts/phone calls
- returning home under the influence of drugs/alcohol
- inappropriate sexualised behaviour for age/sexually transmitted infections
- evidence of/suspicions of physical or sexual assault
- relationships with controlling or significantly older individuals or groups
- multiple callers (unknown adults or peers)
- frequenting areas known for sex work
- concerning use of internet or other social media
- increasing secretiveness around behaviours
- Self-harm or significant changes in emotional wellbeing.

#### 15.8. Potential vulnerabilities include:

15.9. Although the following vulnerabilities increase the risk of child sexual exploitation, it must be remembered that not all children with these indicators will be exploited. Child sexual exploitation can occur without any of these issues:

- having a prior experience of neglect, physical and/or sexual abuse
- lack of a safe/stable home environment, now or in the past (domestic abuse or parental substance misuse, mental health issues or criminality, for example)
- recent bereavement or loss
- social isolation or social difficulties
- absence of a safe environment to explore sexuality
- economic vulnerability
- homelessness or insecure accommodation status
- connections with other children and young people who are being sexually exploited
- family members or other connections involved in adult sex work
- having a physical or learning disability
- being in care (particularly those in residential care and those with interrupted care histories)
- Sexual identity.

15.10. All suspected or actual cases of CRE/CSE are a safeguarding concern in which safeguarding procedures will be followed and this will include a referral to the police and children's services.

15.11 We will treat these children as exploited and they will be treated as victims. This club will put in place risk management plans with partners and will help and support the children and their family, access advice from other agencies for example health, or sexual health services.

## Section 16. Forced Marriage/Honour based Violence and Female Genital Mutilation

16.1. So-called 'honour-based' abuse (HBA) encompasses crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. All forms of so called HBA are abuse (regardless of the motivation) and should be handled and escalated as such.

16.2. Female genital mutilation refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK.

16.3. FGM typically takes place between birth and around 15 years old; however, it is believed that the majority of cases happen between the ages of 5 and 8.

#### 16.4. Risk factors for FGM include:

- low level of integration into UK society
- mother or a sister who has undergone FGM
- girls who are withdrawn from PSHE
- visiting female elder from the country of origin
- being taken on a long holiday to the country of origin.
- Talk about a 'special' procedure to become a woman.



### 16.5. Symptoms of FGM

16.5. FGM may be likely if there is a visiting female elder, there is talk of a special procedure or celebration to become a woman. Or parents wish to take their daughter to visit an 'at-risk' country (especially before the summer holidays), or parents who wish to withdraw their children from learning about FGM. Staff should not assume that FGM only happens outside the UK.

### 16.6 Indications that FGM may have already taken place may include:

- difficulty walking, sitting, or standing and may even look uncomfortable
- spending longer than normal in the bathroom or toilet due to difficulties urinating
- spending long periods of time away from a classroom during the day with bladder or menstrual problems
- frequent urinary, menstrual or stomach problems
- noticeable behaviour changes (e.g. withdrawal or depression) on the girl's return
- reluctance to undergo normal medical examinations
- confiding in a professional without being explicit about the problem due to embarrassment or fear
- talking about pain or discomfort between her legs.

16.7. The club recognises and understands that there is now a mandatory reporting duty to report to the police where it is believed an act of FGM has been carried out on a girl under 18 in the UK. Failure to do so may result in disciplinary action being taken.

16.8. All suspected or actual cases of FGM are a safeguarding concern in which safeguarding procedures will be followed. This will include a referral to the police made by the club. If any staff are concerned about a pupil, they will refer to the Safeguarding Designated Lead/s within the club. The Designated Safeguarding Lead will refer into Children's Services. This will also apply to suspicions of a child being subject to threats of or honour-based violence.

16.9. If any staff have concerns that a child may be or is subject to breast ironing, this is child abuse and safeguarding procedures will be followed and in all cases. Parents from a country who are known to practice FGM

## Section 17. Child on child abuse, Sexual Violence and Harassment

17.1. We recognise that some children will sometimes negatively affect the wellbeing of others and their behaviour will be dealt with under the clubs behaviour and disciplinary policy. This may require us to refer to the child's club or in extreme circumstances RFU disciplinary team.

17.2. Abuse is abuse and should never be tolerated or passed off as "banter" or "part of growing up". Different gender issues can be prevalent when dealing with child on child abuse. This could, for example, include girls being sexually touched/assaulted or boys being subject to initiation-type violence.

17.3. Occasionally, allegations may be made against children by others in the club, which are of a safeguarding nature. Safeguarding issues raised in this way may include physical abuse, emotional abuse, sexual abuse, and sexual exploitation.

17.4. Children are vulnerable to physical, sexual, and emotional bullying and abuse by their peers. Such abuse will be taken seriously by this club and we will aim to eradicate any behaviours seen as this.

17.5. Child on child abuse applies when there is an allegation or suspicion that a child has abused or is at risk of abusing another child or adult,

Including:

- within their household (for example sibling abuse or violence towards parents/carers); and outside of the child's immediate household
- education or community settings
- online/offline or both
- is made against an older pupil and refers to their behaviour towards a younger pupil or a more vulnerable pupil
- is of a serious nature, possibly including a criminal offence
- raises risk factors for other children in the club
- indicates that other pupils may have been affected by this pupil
- indicates that young people outside the club may be affected by this pupil.

17.6. Child on child abuse can take various forms and includes:

- language seen as derogatory, demeaning, inflammatory
- unwanted banter
- sexual harassment
- sexting /youth produced sexual imagery
- sexual violence/ harmful sexual behaviour
- hate
- homophobia
- based on gender differences and orientation based on difference
- serious bullying / cyber-bullying
- relationship abuse
- domestic abuse
- child sexual exploitation
- youth and serious youth violence
- gang related activity.

17.7. We recognise that child on child abuse is often gender based. It is more likely that girls will be victims and boys' perpetrators. However, both can experience child on child abuse but are likely to experience it differently.

17.8. This club understands we need to equip all staff with knowledge to identify and handle disclosures, including third party disclosures from other peers. This includes an understanding that child on child abuse may be happening even if no cases are recorded and that constant vigilance is required.

17.9. All suspicions or incidents of will be treated seriously and as a safeguarding concern. In all cases this will require a discussion with the Designated Safeguarding Lead who will consider a referral into the Police and children's services.

17.10. This club and the RFU may also apply sanctions and consider all features in every case to assist in decision making.

17.11. We understand that we need as a club to have clear mechanisms and procedures in place to identify and report incidents or concerns. We also understand that child on child incidents can affect the local community, and in the context of wider safeguarding of those children in our local community.

17.12. We will use the following national and local guidance to assist us:

- Keeping Children Safe in Education (DfE), Part five
- Safeguarding Young People (GOV.UK)

17.13. Leicester Tigers follows the RFU guidance and policies on child on child abuse.

Harmful sexual behaviours in children and young people

17.14. We will ensure that we support both the alleged abuser/s and victim/s and will use a range of strategies tools and templates available to us, for

Example:

- Leicestershire's Harmful sexual behaviour guidance
- Risk management plans for alleged abusers
- Victim support plans for alleged victims

17.15. We will work with partners for example, the police, health, children's services, and youth offending to help keep the child safe and feel protected. We will seek advice for the child and signpost them to services.

17.16. We will listen to and consult with the child, working with the parents/carer.

17.17. All staff, volunteers, players and coaches will receive an awareness and understanding of child on child abuse, sexual violence and harassment in their training and we will work together to reduce this behaviour and any related incidents.

17.18. We use approaches in our development of our academy players to address and tackle child on child abuse and eradicate any cultures pertaining to an unsafe and unhealthy club where children do not feel safe.

17.19. This club abides by the Voyeurism Act 2019, and the concerns around up skirting. This is a form of child on child abuse and may constitute a criminal act. Any incidents will be treated as a safeguarding concern and this club will follow their usual procedures when dealing with such an incident. This will mean reporting an incident to the police.

17.20. At Leicester Tigers, we will support the victims of child on child abuse by providing support and guidance. We will work closely with our partner agencies to share information and signpost victims to appropriate support.

17.21. Any allegation of child on child abuse must be referred to the Designated Safeguarding Lead, and advice and guidance will be sought from Children's Social Care where necessary. Where it is clear a crime has been committed, or there is a risk of crime being committed, the Police will be contacted. The club will respond to unacceptable behaviour to prevent reoccurrence and work with external agencies where appropriate. For example, if a child's behaviour negatively impacts on the

safety and welfare of others then safeguards will be put in place to promote the well-being of the children affected.

Where appropriate, the club may decide to conduct a risk assessment to determine the risks to which children are or may be exposed and assess and monitor those risks.

The risk assessment will consider:

- The nature and level of risk of the different variants of peer-on-peer abuse within the club
- The makeup of the children, including specific characteristics that might affect their vulnerability to child on child abuse such as, for example, gender, age, learning difficulties, special educational needs and/or disabilities, sexual orientation and/or religious belief,
- Which of these children are affected, or are more at risk of being affected, by child on child abuse
- Any trends, and the various sociocultural contexts to which those children are associated including, for example, their peer group (both within and outside the club), family, the school environment, their experience(s) of crime and/or victimisation in the local community, and their online identities - which may impact on their behaviour and engagement in the club

A safety plan may be required in cases where children remain at risk from peers within club and the Designated Senior Person will complete this and share with all members of staff prior to the children returning to club activities.

In the event of a serious allegation of peer-on-peer abuse, the club will take the following action:

- Risk assess the situation and any of the individuals involved and carry out investigations regarding the allegations if these are made within the club in line with our behaviour policy.
- Respond to advice and guidance given by any external agency (such as the Police)
- If appropriate, ensure the children do not have any immediate or close contact within the club setting. This may be facilitated through changes or use of alternative provision facilities.
- The club will also provide support for both victims and perpetrators (as well as their families) in the form of a designated person to liaise directly with regarding concerns.
- The club would also seek to educate those children considered to be the “wider child group” in their actions following a serious incident, and to offer support to children who may require this during this time.

We recognise that taking disciplinary action and still providing appropriate support are not mutually exclusive actions. They can, and should, occur at the same time if necessary.

## **Section 18. Serious Violence/ Carrying Knives/Offensive Weapons and Gang Culture**

18.1. We will work with partners for example the Police, local Safer Neighbourhood Teams, and Community Safety to identify any child or groups of children who may present as being involved in serious violence, gang, or knife culture.

18.2. Bringing and carrying a knife/offensive weapon onto club premises is a criminal offence and immediate action will be taken by calling the Police. In some circumstances we may have to use our lockdown procedures.

18.3. If a member of staff suspects a child of being involved in gang culture where it is believed to be exploitative or harmful, this is a safeguarding concern and the safety and wellbeing of the child takes priority.

18.4 We will ensure any suspicions of a child linked to a gang is reported by staff to the Designated Safeguarding Lead. The DSL will consider if a referral to the police and children's services are needed.

## Section 19. County Lines

19.1. County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of "deal line".

19.2. Exploitation is an integral part of the county lines offending model with children and vulnerable adults exploited to move [and store] drugs and money. Offenders will often use coercion, intimidation, violence (including sexual violence) and weapons to ensure compliance of victims.

19.3. Children can easily become trapped by this type of exploitation as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

19.4. As club we are alert to the possible indicators both for our children and their families. Any concerns will be reported using our safeguarding and child protection processes. We also refer to Criminal exploitation of children and vulnerable adults: County Lines.

19.5. If a member of staff suspects a child being involved in county lines activity, this is a safeguarding concern and will require a discussion with the Designated Safeguarding Lead who will seek advice from agencies and professionals including advice from the Police.

19.6. Safeguarding procedures as outlined by the local authority. The child may be an exploited child and victim, to which the club will offer support.

19.7 We acknowledge that some children are more vulnerable. These include a child

Who:

- is disabled and has specific additional needs
- has special educational needs
- has a particular health condition
- is a young carer
- is a privately fostered child
- has returned home to their family from care
- is showing signs of engaging in anti-social or criminal behaviour
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health, domestic violence; and/or
- is showing early signs of abuse and/or neglect
- is showing signs of emotional/mental ill health
- is showing signs of displaying behaviour or views that are considered to be extreme
- has communication barriers and difficulties in managing or reporting these challenges

- is misusing drugs or alcohol themselves
- frequently going missing/goes missing from care or from home
- Children who run away or go missing from home or care
- Is at risk of modern slavery, trafficking, exploitation, radicalised
- Not in education, training or employment after the age of 16 (NEET).

19.8. This club will identify who these children are. We will monitor their health, safety and wellbeing and ensure all staff know how to identify these children and to seek advice, help and support where needed.

19.9 If support needs to be increased then, depending on the home address of the child, the club should make a referral using the appropriate details in Appendix D.

19.10. Leicestershire child services is the first point of contact and referral service for Children; including advice, support and next steps. This includes a professional's advice line and this is available for the Designated Safeguarding Lead to use.

19.11 Before a referral into Children's Services the local authority will ask what early help work has been undertaken and that the referral is supported by an Early Help Assessment.

## Section 20. Needs of Children with a Social Worker

20.1 We recognise that children may need a Social Worker due to safeguarding or welfare needs. Children may need this help due to abuse, neglect and complex family circumstances. A child's experiences of adversity and trauma can leave them vulnerable to further harm, as well as disadvantaged in facing barriers to attendance, learning, behaviour and mental health.

20.2. The Designated Safeguarding Lead should hold and use this information so that decisions can be made in the best interests of the child's safety and welfare outcomes.

20.3. Referring to Children's Social Care

20.4. Leicester Tigers Football club Plc will ensure all staff know that if any have concerns about the welfare and safety of a child that a discussion must take place with the Designated Safeguarding Lead as soon as they are aware or know about a concern. The Designated Safeguarding Lead will act upon the information received; however, we also recognise any one can make a referral into Children's Social Care and or the RFU Safeguarding team.

20.5 Where welfare and safeguarding concerns are identified e.g. as a child having an injury or has made a disclosure of sexual abuse, this is a child protection concern and safeguarding procedures must be followed. A telephone referral must be made to Leicestershire Children's Duty First Response first point of contact for children and younger adults for referral into Children's Social Care.

20.6. When a member of staff has concerns for a child, and if the club is aware that the case is open to an allocated worker in locality, they should discuss with the allocated worker or their manager to request escalation to Children's Social Care.

20.7 The club should ensure they have spoken to the family about their concerns and proposed actions unless to do so would place the child at significant risk (imminent danger because of a disclosure made); the decision not to inform parents/carers must be justified and the details

recorded. If a child makes a disclosure or presents with an injury, it is imperative that advice is sought immediately prior to the child returning home and as soon as the club become aware of this.

## Section 21. Prevent and Counter Terrorism

21.1. Leicester Tigers plc will ensure all staff, including trustees and volunteers adhere to their duties under Prevent, as detailed in the Prevent Duty Guidance 2015, (also Prevent Duty Guidance for academies) to have due regard to the need to prevent people from becoming drawn into terrorism.

### **The Designated Safeguarding Lead will:**

- establish or use existing mechanisms for assessing the risk of extremism and terrorism
- ensure staff understand the risk and build capabilities to deal with issues identified
- communicate the importance of the duty
- ensure all staff (including trustees and volunteers) implement the duty.

21.2. Leicester Tigers PLC will respond to any concern about Prevent as a safeguarding concern and will report using local safeguarding procedures. This will involve making a referral to the Police Prevent team, in order to develop a support plan for the individual. This may progress into CHANNEL where the risk is identified, and the individual may need extensive support. We will seek to work in partnership, undertaking risk assessments where appropriate and proportionate to risk, building our children's resilience to radicalisation.

21.3. Leicester Tigers Plc is committed to providing effective filtering and monitoring systems, this will include monitoring the activities of children when on-line and actions taken relevant to the activity.

21.4. Leicester Tigers PLC will use the relevant forms to record any concerns, keeping records which will be treated as a Child Protection Record, storing them as appropriate.

21.5. Staff are alert to changes in children's behaviour, which could indicate that they may be in need of help, or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include the designated safeguarding lead (or deputy) making a Prevent referral. Leicester Tigers PLC will record any concerns, and these records will be treated as a child Protection record, storing them on a child protection /safeguarding file.

21.7. We are committed to ensuring that our pupils are offered a broad and balanced curriculum within the HITZ and Dynamite programmes that aim to prepare them for life in modern Britain. Teaching the Leicester Tigers core values alongside the fundamental British Values. Leicester Tigers supports quality teaching and learning, whilst making a positive contribution to the development of a fair, just and civil society.

21.8. Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes
- glorifying violence, especially to other faiths or cultures
- making remarks or comments about being at extremist events or rallies outside academy
- evidence of possessing illegal or extremist literature or advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online, so involvement with particular groups may not be apparent)
- secretive behaviour • online searches or sharing extremist messages or social profiles

- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, artwork or writing that displays extremist themes
- attempts to impose extremist views or practices on others
- Verbalising anti-Western or anti-British views • advocating violence towards others.

## Section 22. Records

22.1. All concerns about a child will be recorded and records kept. This record will be a separate child protection/welfare record held on a separate child protection file and each concern clearly recorded with all decisions, actions taken and with outcomes and feedback to the referrer. We will endeavour to keep centralised records, hold them as private and confidential records but allow access to key staff that is designated in a role to safeguard children at the club.

22.2 We will follow the recommended GDPR guidelines of all records kept on staff and children, in relation to Safeguarding. We know that the Data Protection Act 2018 and GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children.

22.3. We will follow the Local Authorities' current guidance on the Child Protection Record Keeping Guidance for Academies and await any instruction with regard to the National Inquiry into Child Sexual Abuse (historical child protection records on children and records on staff where there are allegations). We will therefore not destroy any child protection/welfare records including records which hold information on allegations against staff and any other person working in the club or connected to the club.

## Section 23: Creating a Safe and Secure Environment

23. We will ensure that all staff are competent to carry out their responsibilities for safeguarding in promoting the welfare of children by creating an environment and an ethos whereby all staff including volunteers feel able to raise concerns, along with being supported in their safeguarding role.

We will endeavour to ensure that:

- A culture of listening to children, taking account of their wishes, feelings and voices both in individual decisions and in the clubs development (use of an academy council or similar)
- Parents/carers know about our principles in safeguarding, and along with the local community are made familiar with it - through making it public on our website
- The building; including its surroundings, access and exits are safe and is one where children can feel safe
- The building is always secure, and in any significant event we will use lockdown procedures
- we will check and ask questions to obtain reassurances around DBS checks and safeguarding policies in place, when hiring out/using the club/ for sports, clubs, and activities. We will keep a record of this
- Where 'Extended club' activities are provided by and managed by the club, our own safeguarding policy and procedures will apply
- If other organisations provide services or activities on our site, we will check that they have appropriate procedures in place, including safer recruitment checks and procedures, insurance, and staff suitability



- We have clear protocols on reception for visitors and contractors with procedures in place to ensure the appropriate questions are asked and
- When we attend offsite activities, we will check that effective child protection arrangements are in place. We will use risk assessment and risk management models to assist us to do this
- We will be mindful of who we are hiring our premises to and refuse the hiring of premises for any activity deemed not in the interests of the children/young people the club, the local community and or viewed to be inflammatory e.g.- banned political groups.

## Section 24: Safer Working Practices

24. We must prevent people who pose a risk of harm from working with children and will do this by complying with statutory responsibilities in:

- recruitment and staffing
- records and record keeping of personnel who are working and have worked in the club
- having a staff code of conduct, for when working in the club and when out in the community and including when online. This can be found within the staff shared area and all staff declare annually that they have read and understood this document.
- managing allegations against staff, and volunteers
- using national and local procedures aimed to identify and prevent unsuitable adults from working with children, for example, referring to LADO- The Local Authority Lead Officer for managing allegations, the DBS service where relevant and RFU.
- we will co-operate and provide information in any enquiries from the LADO, Police and/or children's social services
- using closely consultation with the club's human resources department
- seeking employment legal advice and services where necessary, through the club.

24.1 All staff will be made aware of current government guidance on safer recruitment and receive training and support around conduct and practice when in environments with children and adhere to the principles.

24.2 The executive Leadership Team/DSL will need to be aware and have a clear understanding of what regulated activity is, and the implications for volunteers in this club. Supervision of an activity with children is a regulated activity when unsupervised.

This may mean undertaking risk assessments on any activity.

## Section 25 Dealing with allegations against staff, volunteers and carers

25. We will ensure that the allegations threshold is considered, where it is alleged that anyone working in the club is involved with children under 18 years of age, including volunteers has:

- behaved in a way that has harmed a child or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; or

- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

25.1 This may also mean a referral to the Police. A referral to the Police will also apply to:

- Regardless of whether the club is where the alleged abuse took place
- Allegations against club staff who is no longer employed
- Historical allegations of abuse taking place in the club

25.2 In our considerations where it is felt it meets the criteria, we will make a referral in every case to the Local Authority Designated Lead (LADO), using the Leicester and Leicestershire LADO Referral Form and that this is done by an appropriate member of the Executive Management Team.

## Section 26 Trust Board

26. The Governing Body and Executive Club Leadership Team will:

- take leadership responsibility for the clubs Safeguarding and Child Protection arrangements
- ensure we are up to date with emerging issues in Safeguarding and recognise the strategies from the Local Authority in trying to keep children safe
- ensure that we have enhanced DBS and other checks that may be required
- ensure we undertake annual Safeguarding Training as part of whole club training
- that we and including all DSL's undertakes WRAP/Prevent training and keeps up to date thereafter

The number of DSL's needs to be sufficient in number depending upon the size and demands of the club

- That the DSL's are fully equipped to undertake the Safeguarding role, including the Deputy in absence of the senior DSL and all DSLs have access to the appropriate training.
- Ensure there is a Designated Safeguarding Lead on the premises and available at all times during the club day and there is a contact for any club holiday activities on site; where this is not available or in exceptional circumstances, there is remote cover in place. The Executive Leadership Team will ensure there is always cover and there is a clear pathway for raising and reporting concerns in a timely way. This will include a DSL being a point of contact for external activities.
- work towards having a nominated link for CIC (Children in Care/ Looked after Children) and SEN/D alongside other nominated leads in the club/academy on these issues
- work towards having an appointed lead in Mental Health and Wellbeing in the club
- ensure procedures are in place in handling allegations against Staff, or Volunteers and any concerns staff and volunteers have (including concerns about the setting) are referred to the Local Authority Designated Lead (LADO) where the threshold is met
- using quality assurance and audit to ensure there are robust Safer Recruitment procedures and a framework of checks in place, including tracking and monitoring of all staff (the Single Central Record)
- Ensure all staff and anyone who has contact with a child including players, volunteers and frequent visitors undertake an induction which includes knowledge regarding types of Child Abuse, specific Safeguarding issues and familiarisation with Child Protection responsibilities and Local Safeguarding Procedures. The induction will also include procedures to be

followed if anyone has any concerns about a Child's Safety or welfare, and knowledge about the (club/academies) policies and procedures

- that all staff / anyone who has contact with a child including Governors and volunteers receive the appropriate training, which is regularly updated, and includes an annual whole a club training event in safeguarding
- Ensure all Staff who have any contact with children are aware of the GDPR 2018 regulations. That they share information about a child where there are safeguarding concerns and they do not use GDPR as a reason for not sharing that information
- that all Child Protection records are kept centrally, kept up to date, are secure and reviewed annually
- that an overview of records and data used in the club/academy are discussed with the governing body to help identify patterns, trends, specific Safeguarding issues and that this is a regular activity of the leadership team/senior DSL.

## **Section 27: Record Keeping**

27. All concerns about a child will be recorded and records kept. This record will be a separate Child Protection/Welfare Record held on a separate file for each child. We will keep separate logs for each child if there is a bullying incident.

27.1 All concerns will be recorded clearly and with all decisions, actions taken, outcomes and a confirmation of feedback to the referrer.

27.2 We will endeavour to keep centralised records, hold them as private and confidential records but allow access to key staff that is designated in a role to Safeguarding children at the club/academy.

27.3 We will follow the recommended GDPR requirements and the Data Protection Act, located on our club website.

27.4 We will follow the Local Authorities' current guidance on the Child Protection Record Keeping Guidance for Academies and await any instruction with regard to the National Inquiry into Child Sexual Abuse (historical Child Protection records on children and records on staff where there are allegations).

27.5 We will not destroy any child protection/welfare records including records which hold information on allegations against staff and any other person working in the club or connected to this club/academy.

## **Section 28: Important Contacts**

A list of important contacts are explained in Appendices E.

## **Section 29: Governance of this policy**

29. Board of Directors

The Board of Directors will ensure that the Trust has a Child Protection and Safeguarding Policy in place and will receive and approve this policy annually.

### 29.1 The Executive Team

The Chief Executive Officer (CEO), is accountable for safeguarding and is required to report to the Board of Directors. The CEO in turn holds the Executive Team to account for safeguarding.

29.2 The Executive Team will review and update this policy every year within our annual policy cycle, making certain that this policy is fully compliant with all statutory guidance. Where there is in-year updated statutory guidance, this policy will be revised and reissued to the club.

- ensure all staff including all players, coaches and volunteers read and have access to this policy
- that it is displayed on the clubs website
- that is overseen to ensure its implementation
- ensure that it reflects local arrangements.

## Section 30. The Head of people and Senior DSL

30.1 The Head of people/Senior DSL will report to the Local Governing Body in every full LGB meeting on safeguarding activity and progress within the club/academy.

30.2 An appointed Designated Safeguarding Lead will complete a Safeguarding Audit and with an action plan which will be used to report on safeguarding activity and progress.

### **Appendices A. Roles and Responsibilities in safeguarding Leicester Tigers Plc**

The Senior Designated Safeguarding Lead is: Kathleen Simpson

The Deputy Designated Safeguarding Lead is: Sarah Allen (Head of People)

There are a large team of junior safeguarding leads who will act on occasion as the designated safeguarding leads at specific club activities

### **Appendix B. Types of Child Abuse**

- Physical Abuse - may involve hitting, shaking, throwing, poisoning, burning/scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- Emotional Abuse - is the persistent emotional maltreatment of a child 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.
- It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
- It may feature age or developmentally inappropriate expectations being imposed on children.
- These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying),

- Causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- Sexual Abuse and child sexual abuse within the family (CSIF) involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact or non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males; women can also commit acts of sexual abuse, as can other children.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

It may include a failure to:

- provide adequate food, clothing and shelter
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment
- respond to a child's basic emotional needs.
- Bullying and forms of bullying on and off line including prejudice based and Cyber Bullying is also abusive which will include at least one, if not two, three or all four, of the defined categories of abuse [see club anti-bullying and behaviour policies].

### **Indicators of Child Abuse**

#### Physical Abuse

Most children will collect cuts and bruises and injuries, and these should always be interpreted in the context of the child's medical / social history, developmental stage and the explanation given. Most accidental bruises are seen over bony parts of the body, e.g. elbows, knees, shins, and are often on the front of the body. Some children, however, will have bruising that is more than likely inflicted rather than accidental.

Important indicators of physical abuse are bruises or injuries that are either unexplained or inconsistent with the explanation given; these can often be visible on the 'soft' parts of the body where accidental injuries are unlikely, e.g. cheeks, abdomen, back and buttocks. A delay in seeking medical treatment when it is obviously necessary is also a cause for concern.

The physical signs of abuse may include:

- unexplained bruising, marks or injuries on any part of the body
- multiple bruises- in clusters, often on the upper arm, outside of the thigh
- cigarette burns
- human bite marks
- broken bones
- scalds, with upward splash marks
- Multiple burns with a clearly demarcated edge.
- Changes in behaviour that can also indicate physical abuse:

- fear of parents being approached for an explanation
- aggressive behaviour or severe temper outbursts
- flinching when approached or touched
- reluctance to get changed, for example in hot weather
- depression
- withdrawn behaviour
- Running away from home.

### **Emotional Abuse**

Emotional abuse can be difficult to identify as there are often no outward physical signs. Indications may be a developmental delay due to a failure to thrive and grow, however, children who appear well-cared for may nevertheless be emotionally abused by being taunted, put down or belittled. They may receive little or no love, affection or attention from their parents or carers. Emotional abuse can also take the form of children not being allowed to mix or play with other children.

Changes in behaviour which can indicate emotional abuse include:

- neurotic behaviour e.g. sulking, hair twisting, rocking
- being unable to play
- fear of making mistakes
- sudden speech disorders
- self-harm
- fear of parent being approached regarding their behaviour
- Developmental delay in terms of emotional progress.

### **Sexual Abuse**

It is recognised that there is underreporting of sexual abuse. All club staff and volunteers should play a crucial role in identifying / reporting any concerns that they may have through, for example, the observation and play of younger children and understanding the indicators of behaviour in older children which may be underlining of such abuse.

All staff and volunteers should be aware that adults, who may be men, women or other children, who use children to meet their own sexual, needs abuse both girls and boys of all ages. Indications of sexual abuse may be physical or from the child's behaviour.

In all cases, children who tell about sexual abuse do so because they want it to stop. It is important, therefore, that they are listened to and taken seriously.

The physical signs of sexual abuse may include:

- pain or itching in the genital area
- bruising or bleeding near genital area
- sexually transmitted disease
- vaginal discharge or infection
- stomach pains
- discomfort when walking or sitting down
- Pregnancy.

Changes in behaviour which can also indicate sexual abuse include:

- sudden or unexplained changes in behaviour e.g. becoming aggressive or withdrawn
- fear of being left with a specific person or group of people
- having nightmares
- running away from home
- sexual knowledge which is beyond their age, or developmental level
- sexual drawings or language
- bedwetting
- eating problems such as overeating or anorexia
- self-harm or mutilation, sometimes leading to suicide attempts
- saying they have secrets they cannot tell anyone about
- substance or drug abuse
- suddenly having unexplained sources of money
- not allowed to have friends (particularly in adolescence)
- Acting in a sexually explicit way towards adults.

### **Neglect**

It can be difficult to recognise Neglect, however its effects can be long term and damaging for children.

#### **The physical signs of neglect may include:**

- being constantly dirty or 'smelly'
- constant hunger, sometimes stealing food from other children
- losing weight, or being constantly underweight
- Inappropriate or dirty clothing.
- Neglect may be indicated by changes in behaviour which may include:
  - mentioning being left alone or unsupervised
  - not having many friends
  - complaining of being tired all the time
  - Not requesting medical assistance and/or failing to attend appointments.

### **Appendix C**

#### **Age grade rugby 17 year olds playing in the adult game.**

Further information about

<https://www.englandrugby.com/dxdam/e3/e351849d-73c2-43f6-8d41-32f9383581ca/Club%20guide%20-%20Regulation%2015.5.%20A%2017%20year%20old%20playing%20adult%20rugby.pdf>

At Leicester Tigers we have separate shower facilities available. We have specially trained staff in place to support a child in an adult environment. We have a proven record of being player centred so there is confidence that decisions on playing adult rugby are made in the player's, not the club's, best interest.

The CBs are best placed to assess a submission and determine if a club has the right things in place for a 17 year old to play with adults. The process will provide information to help the CB make this decision.

## **Appendix D**

### **Making a referral: Duty to refer**

Essential information to include when making a referral:

- full names and dates of birth for the child and other members of the family
- address and daytime phone numbers for the parents, including mobile
- the child's address and phone number
- whereabouts of the child (and siblings)
- child and family's ethnic origin
- child and family's main language
- actions taken and people contacted
- special needs of the child, including need for an accredited interpreter,
- accredited sign language interpreter or other language support
- a clear indication of the family's knowledge of the referral and whether they
- have consented to the sharing of confidential information
- The details of the person making the referral.

### **Other information that may be essential:**

- addresses of wider family members
- previous addresses of the family
- academies and nurseries attended by the child and others in the household
- name, address and phone number of GP/Midwife/Health Visitor/club medic
- hospital ward/consultant/Named nurse and dates of admission/discharge
- details of other children who may be in contact with the alleged abuser
- details of other practitioners involved with the family
- child's legal status and anyone not already mentioned who has parental responsibility
- history of previous concerns and any previous or current early help assessments completed
- any other information that is likely to impact on the undertaking of an
- assessment or Section 47 Enquiry
- Any other information that may put a worker at risk e.g. - dogs, weapons.

Where there is a difference of professional opinion around the referral and / or any steps taken by local authority, we will escalate our concerns.

### **Confidentiality**

The safety and welfare of the child overrides all other considerations, including the following:

- confidentiality
- the gathering of evidence
- Commitment or loyalty to relatives, friends or colleagues.

The overriding consideration must be the protection of the child - for this reason, absolute confidentiality cannot and should not be promised to anyone.



### **Listening to the Child**

If the child makes an allegation or discloses information which raises concern about significant harm, the initial response should be limited to listening carefully to what the child says so as to:

- clarify the concerns
- offer reassurance about how s/he will be kept safe
- Explain that the information will be passed to Children's Social Care and/or the
- Police.

If a child is freely recalling events, the response should be to listen, rather than stop the child; however, it is important that the child should not be asked to repeat the information to a colleague or asked to write the information down.

If the child has an injury but no explanation is volunteered, it is acceptable to enquire how the injury was sustained. A body map diagram may be used but it is not acceptable to take photographs.

However, the child must not be pressed for information, led or cross-examined or given false assurances of absolute confidentiality. Such well-intentioned actions could prejudice police investigations, especially in cases of Sexual Abuse.

A record of all conversations, (including the timings, the setting, those present, as well as what was said by all parties) and actions must be kept. No enquiries or investigations may be initiated without the authority of the Children's Social Care or the Police.

If the child can understand the significance and consequences of making a referral, he/she should be asked her/his views by the referring practitioner.

Whilst the child's views should be considered, it remains the responsibility of the practitioner to take whatever action is required to ensure the safety of that child and any other children.

### **Parental Consultation**

Practitioners should, in general, discuss concerns with the family and, where possible inform them that they are making a referral unless this may, either by delay or the behavioural response it prompts or for any other reason, place the child at increased risk of significant harm.

Situations where it would not be appropriate to inform family members prior to referral include where:

- discussion would put a child at risk of significant harm
- there is evidence to suggest that involving the parents / caregivers would
- impede the police investigation and / or Children and Families Services enquiry
- where there are concerns that a child may have been conceived as a result of an
- incestuous relationship or intra-familial sexual abuse
- complex (multiple or organised) abuse is suspected
- fabricated or induced illness is suspected
- to contact parents / caregivers would place you or others at risk
- Discussion would place one parent at risk of harm, for example. in cases of domestic abuse
- it is not possible to contact parents / caregivers without causing undue delay in making the referral
- where there are concerns about a possible forced marriage or honour based abuse

- An allegation is made that a child under 13 has been involved in penetrative sex or other intimate sexual activity.

Given the responsibility that parents have for the conduct and welfare of their children, professionals should encourage the child, at all points, to share information with their parents wherever safe to do so.

## Appendix D

### Important Contact Details

Leicester/ Leicestershire 24/7, 365 days per week Leicester contact and referral service for concerns that a Child under 18 is suffering or at risk of significant harm.

- Leicestershire County Council, 0116 305 0005, [childrensduty@leics.gov.uk](mailto:childrensduty@leics.gov.uk)
- Leicester City Council, 0116 454 1004, [das.team@leicester.gov.uk](mailto:das.team@leicester.gov.uk)
- Rutland County Council, 01572 758407, [childrensduty@rutland.gcsx.gov.uk](mailto:childrensduty@rutland.gcsx.gov.uk)

If you believe that a child is in immediate danger you should call the police on 999.

- LADO Leicester (Local Authority Designated Officer- allegations against staff, volunteers, carers)
- When to contact the Police: 999
- Police Non Emergencies: 101
- NSPCC
- Harmful Sexual Behaviour project: 0844 892 0273

### National Contacts

- Police (Non-emergency 101)
- CEOP (Child Exploitation and Online Protection) <http://ceop.police.uk/>
- Professionals Online Safety Helpline – 0844 381 4772 [www.saferinternet.org.uk/helpline](http://www.saferinternet.org.uk/helpline)
- Internet Watch Foundation (IWF) – <http://www.iwf.org.uk>
- Safer Internet Centre – [helpline@saferinternet.org.uk](mailto:helpline@saferinternet.org.uk)
- Childline – 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)
- HM Government (advice on protecting children from radicalisation for parents, teachers and leaders) [www.educateagainsthate.com](http://www.educateagainsthate.com)
- NSPCC Harmful Sexual Behaviour project: 0844 892 0273

### Useful websites

- Child Exploitation and Online Protection Centre (CEOP) – [www.ceop.police.uk](http://www.ceop.police.uk)  
[www.knowaboutcse.co.uk](http://www.knowaboutcse.co.uk)
- NSPCC – 24 hour Child Protection Helpline 0808 800 5000 <https://www.nspcc.org.uk/>
- WOMENS AID - 24 Hour Helpline: 0870 2700 123
- UNICEF – Support Care Team 0300 330 5580 (Mon – Fri 8am-6pm). If you think a child is in immediate danger, please call 999. [www.unicef.org.uk](http://www.unicef.org.uk)

## Appendix E

Learning from Serious Case Reviews (SCRs) and Serious

Incident Learning Reviews (SILRs) 2016-2019

Serious Case Reviews, Serious Incident Learning and Thematic Case Reviews and learning relevant for academies for 2019/20 can be found here:

Serious Case Reviews ([ddscp.org.uk](https://www.ddscp.org.uk))

**Themes:**

- baby deaths and injuries in pre- mobile infants
- teenage suicides
- Neglect.