

White Rose Cheer – Safeguarding Policy

1. INTRODUCTION

We are White Rose Cheer, a stunt cheerleading company based in Morley, West Yorkshire. We work with young people from the ages of 18 months up to young adults. We are wholly committed to the welfare and the safeguarding of all children and young people within all of the activities we undertake under our company, whether it be on our premises or at a sanctioned event.

2. NAMED PERSON(S) FOR SAFEGUARDING

Name of Safeguarding Lead: Carolyn Gorman-Wray and Tracy Findlay

Internal WRC Email: wrcwelfareofficer@gmail.com

Telephone number of Children's Social Work Service:

During Office hours - 0113 3760336

Children's Emergency Duty Team

- Out of hours phone: 0113 5350600
- E-mail: childrensedt@leeds.gov.uk

3. RECOGNISING THE SIGNS AND SYMPTOMS OF ABUSE

PHYSICAL ABUSE: May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent/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 in so far 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: Involves forcing or enticing a child or young person 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, including assault by penetration (for example, rape or oral sex) or non- penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or 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. Neglect may occur during pregnancy as a result of maternal substance abuse. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Possible signs of abuse include:

- Unexplained or suspicious injuries such as bruising cuts or burns, particularly if situated on a part of the body not normally prone to such injuries or the explanation of the cause of the injury is does not seem right.
- The child discloses abuse, or describes what appears to be an abusive act.
- Someone else (child or adult) expresses concern about the welfare of another child.
- Unexplained change in behaviour such as withdrawal or sudden outbursts of temper.
- Inappropriate sexual awareness or sexually explicit behaviour.
- Distrust of adults, particularly those with whom a close relationship would normally be expected.
- Difficulty in making friends.
- Eating disorders, depression, self-harm or suicide attempts.

4. BECOMING AWARE OF A SAFEGUARDING ISSUE

There are many ways in which a safeguarding concern can come to light. The following details some of the most common (but does not include all concerning incidents)

- a third party or anonymous allegation is received;
- a child or young person's appearance, behaviour, play, drawing or statements cause suspicion of abuse and/or neglect;
- a child or young person reports an incident(s) of alleged abuse which occurred;
- a written report is made regarding the serious misconduct of a worker towards a child or young person.

5. WHAT TO DO IF YOU ARE CONCERNED ABOUT A CHILD

Stage 1

- Initially talk to a child/young person about what you are observing. It is okay to ask questions, *for example: "I've noticed that you don't appear yourself today, is everything okay?"* But never use leading questions.
- Listen carefully to what the young person has to say and take it seriously. Act at all times towards the child as if you believe what they are saying.
- It is not the responsibility of groups to investigate incidences of suspected child abuse but to gather information and refer only.
- Always explain to children and young people that any information they have given will have to be shared with others, if this indicates they and or other children are at risk of harm;
- Notify the organisation's Named Person for safeguarding (Rachel George)
- Record what was said as soon as possible after any disclosure; The person who receives the allegation or has the concern should complete a statement and email it to the relevant persons.
- Respect confidentiality and file documents securely;

Stage 2

- The Named person (Rachel George) should take immediate action if there is a suspicion that a child has been abused or likely to be abused. In this situation the Named Person should contact the police and/or the Duty and Advice Team. If a referral is made direct to the Duty and Advice team this should be followed up in writing within 24 hrs.

NB Parents / carers will need to be informed about any referral to Children & Young people's Social Care unless to do so would place the child at an increased risk of harm.

6. SAFE RECRUITMENT

Sometimes there are people who work, or seek to work with children and young people who may pose a risk to children and who may harm them. We pledge to ensure that we have a safer recruitment policy, including a clear process for recruiting paid staff and volunteers. All members of staff/volunteers will go through the same recruitment and selection process as a paid worker, regardless of how well known they are to existing staff or Club Directors.

- We will make it clear that we have a commitment to safeguarding and protecting children. Wherever appropriate, we will endeavour to include this in a job application pack.
- We will hold face-to-face interviews with pre-planned and clear questions.
- We will always include questions about whether they have any criminal convictions, cautions, other legal restrictions or pending cases that might affect their suitability to work with children.
- We will check the candidate's identity by asking them to bring photographic ID.
- We will check the candidate actually holds any relevant qualifications they say they have.
- All successful applicants will have to apply for a **DBS check**. This will be for all our staff who have contact with children or have access to our records, including volunteers, trustees, and committee members.
- We will always check any references they provide. Ask specifically about an individual's suitability to work with children.
- We will always provide them with a copy of our safeguarding procedures and ask for written acknowledgement that these have been received, understood and are compliant.
- All WRC Staff are required to undergo Safeguarding Training from NSPCC or a similar named provider, such as Squad Safe.

There may be occasions where we wish to appoint a worker from abroad. This will mean that DBS checks may not be able to be undertaken. Nevertheless a "fit person" check may be available from the country the person is moving from. We will ensure that additional references are undertaken on any worker from abroad.

7. MANAGEMENT AND SUPERVISION OF STAFF/VOLUNTEERS

All staff can take any opportunity to discuss in confidence any safeguarding matter that gives them concern.

No staff member will be asked to coach/be alone with a child and if the situation arises in which this should happen, steps should be taken immediately to rectify the situation.

All Coach Directors and paid employees should take personal responsibility to ensure no volunteers are left alone coaching/supervising children.

8. ALLEGATIONS AGAINST STAFF

Any allegations made against a member of staff should be discussed with the Local Authority Designated Officer (LADO).

If the allegation is about a lead person in your organisation then the matter should again be discussed with the LADO.

The worker must ensure that the child is safe and away from the person against whom the allegation is made.

Regardless of whether a police and/or Children Social Work Service investigation follows, an internal investigation should take place and consideration is given to the operation of disciplinary procedures. This may involve an immediate suspension and/or ultimate dismissal depending on the nature of the incident.

Contact

The Local Authority Designated Officers in Leeds can be contacted Monday to Friday on: 0113 247 8652.

Between them they operate a duty system for LADO Notifications.

Carolyn Hargreaves carolyn.hargreaves@leeds.gcsx.gov.uk

Ted O'Sullivan ted.osullivan@leeds.gcsx.gov.uk

Please make telephone contact first to discuss allegations or concerns before sending any information by email.

9. RECORDING AND MANAGING CONFIDENTIAL INFORMATION

Every incident of concern/allegation of abuse, harm and neglect will be recorded in a statement held on a password protected email with limited access. Every member of staff whom allegations are made to, or who witness an incident, must send a statement at the first possible moment.

Incidents logged on a computer will be password protected.

All children making an allegation have the right to confidentiality, unless the Lead Person considers that they could be at risk of abuse and/or harm.

10. DISTRIBUTING/ REVIEWING POLICIES AND PROCEDURES

This policy will be reviewed annually, or in response to changes in legislation.

All WRC policies will be displayed on our website. Paper copies can be distributed for the personal possession of staff, and will be readily available for parents should it be requested.

11. RESPONSIBILITIES OF MANAGEMENT COMMITTEES

Our responsibilities include:

- Providing written guidance to all staff, volunteers and committee members.
- Ensure everyone understands their legal duties and responsibilities.
- Developing a clear framework for behaviour management towards any children or young people, focusing on the positive reinforcement framework.
- Providing information about procedures to follow if an allegation is made

- Ensuring all workers have training to recognise the signs and symptoms of abuse
- Ensuring that all staff have enhanced DBS checks.
- Having correct policies in place covering your activities eg: health and safety, lone working, etc.
- Understanding what is good safeguarding practice and take responsibility for ensuring this is undertaken by all staff within your organisation
- Ensuring all workers understand that physical punishment or threat of physical punishment must never be used.
- Ensuring that workers understand that verbal humiliation of children is unacceptable.

Electronic Signatures: Kelly Loughlin 15/08/2025