

The purpose of this policy is:

- To protect children with whom Number Champions comes into contact. 'Children' should be interpreted as including all young people.
- To provide our personnel (as defined below) with the overarching principles that guide our approach to safeguarding and child protection.
- To define principles which can inform our approach to safeguarding our own personnel.

This policy was updated and approved by the trustees of the Charity on 24 November 2021, and for each subsequent calendar year it should be reviewed and updated by the year end. The previous version was approved on 23 June 2021.

This policy is informed by guidance from the Charity Commission and takes into account legal requirements and government 'best practice' guidance.

Below, 'organisation', 'charity', and 'we' refer to Number Champions.

The trustees recognise their duty to take reasonable steps to protect those connected with the organisation from harm. Currently we have no staff, and our duty is predominantly towards volunteers and the children with whom they work.

The charity shall appoint a Designated Safeguarding Lead ('DSL' 'Safeguarding Lead) who shall

- Provide expertise on safeguarding
- Periodically review and advise on policy and procedures
- Specify and in some cases deliver training
- Be the point of contact whenever there is a concern on safeguarding of a child
- Establish contact with our partner schools on safeguarding.

We aim to keep our risk in safeguarding relatively low by requiring the following:

(i) Maintaining a Recruitment Policy, which, among other provisions, requires:

- a. interviewing all volunteers face to face, including remotely with video, and
- b. taking ID and two references for each volunteer (except that where a school finds a volunteer from its parent community, we will accept one reference rather than two).

(ii) Allowing contact with children only on schools' premises where the schools' own safeguarding processes will apply.

(iii) Structuring our activities so that only our In-school Volunteers are alone with children in their role, and having our agreement with schools requiring them to ensure there is a DBS (Disclosures and Barring Service) check for each of these volunteers,

(iv) In line with Charity Commission guidelines, also requiring our trustees to have a DBS check on appointment and for this to be renewed at least every three years, and

(v) Making explicit in this policy the obligation to whistleblow outside Number Champions in certain circumstances.

If our risks become more complex, we shall implement further policies and procedures to manage these risks.

This policy applies to all trustees and volunteers, and to any future staff or anyone temporarily working with the organisation, for example as an intern, or to anyone who is on the premises of the organisation or at an event arranged by the organisation. These are referred to collectively in this policy as 'personnel'. All personnel will be given this policy on joining the organisation and will signify in writing that they have read and understand it. Each update of the policy will be circulated to all personnel with a note on material changes.

We believe that a child should never experience abuse of any kind. We have a responsibility to promote the welfare of all children with whom we come into contact, and to keep them safe. We are committed to practice in a way which protects them.

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989;
- every child is of equal importance, regardless of age, disability, race, religion or belief, sex or sexual orientation, or gender reassignment;
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or other issues;
- working in partnership with children, their parents, carers, schools, and other agencies is essential in promoting young people's welfare. We note that Number Champions will generally not have direct contact with parents, guardians, and carers.

The trustees of the charity shall be actively engaged in oversight of safeguarding. This shall include but not be restricted to:

- Periodically and at least annually, receiving and considering a report from the DSL on safeguarding, to include
 - a review of whether this policy is being adhered to. The board shall give full assistance to help the DSL to carry out this review and, where the review identifies a shortfall in adherence, shall initiate corrective action;
 - recommendations on changes to this policy or other actions to improve the charity's management of safeguarding;
- Receiving quarterly statistics from the DSL on active safeguarding cases;
- The DSL immediately informing the Safeguarding Trustee (or as appropriate the board directly) of all safeguarding issues
- Receiving training of safeguarding on appointment and thereafter receiving update training at least annually.

We shall seek to keep children safe by the following:

- As part of the initial training of In-School Volunteers, providing training in the overarching principles of safeguarding, while recognising that this on its own is not a substitute for an individual school's training;
- At the start of each school year the Safeguarding Lead giving refresher training and updates, normally to be provided remotely, to all In-school Volunteers who are continuing with the charity and to trustees, with volunteers and trustees being required to attend this training;
- The Safeguarding Lead, periodically and at least annually, reviewing if there are any emerging safeguarding issues, and distributing an alert on these to all volunteers and trustees as and when is necessary;
- Our agreement with partner schools requiring that they train all volunteers in safeguarding as part of an induction process before they take up post;
- The Safeguarding Lead contacting the DSL of each of our partner schools to check that the training has been completed and to liaise on any safeguarding issues;
- implementing an operating model whereby all contact between our personnel with children on behalf of Number Champions takes place only on the premises of schools with which we work, and is subject to the school's safeguarding policies and procedures;
- requiring recruitment of all personnel to involve checking identities and taking references, including following up a proportion of references by phone, and by requiring schools to make DBS checks;
- training our personnel to value, respect, and listen to children, to take their concerns seriously, to look out for signs that there may be problems, and fully to understand and comply with the safeguarding policy of schools with which they work;
- requiring any of our personnel who has concerns about a child to raise these on the same day with the DSL of the school, or, if the DSL is unavailable, with an appropriate staff member. As soon as possible afterwards, they should also report the fact that they have raised the concern to the DSL of Number Champions or, if the DSL is unavailable, to the Alternative DSL Contact; email and phone numbers for these are at the end of this policy. (Reporting to Number Champions is to protect the volunteer by creating evidence that they did raise a concern with the school on a particular day. The volunteer

should not pass on any specifics of the concern to Number Champions as this would be a breach of confidentiality, and unlike the school we are not in a position to take action to protect the child.);

- encouraging any of our personnel who has concerns about any safeguarding issue or potential issue (which is not resolved by their reporting to a school about a particular child) to raise this with the Number Champions DSL or Alternative DSL Contact;
- emphasising that it is the duty of personnel to report concerns rather than to investigate them themselves;
- training personnel not to put themselves in a position where they may come under suspicion in being with a child. For example, they should always be somewhere they can be observed by others, they should not touch a child, and they should not contact the child outside the school. Similarly, personnel should not use electronic devices capable of displaying images while with children;
- also training personnel to understand the delicate balance in maintaining an appropriate relationship with each child which is distinct from being a teacher or family member or friend, and to be aware of not creating dependency in the child – for example through overfamiliarity or gifts;
- encouraging personnel, should they have concerns about safeguarding activities of Number Champions itself, to attempt to resolve these within the organisation and, should this be unsuccessful, to whistleblow to a school they work with, to the NSPCC, or to another agency;
- maintaining good communication between personnel and encouraging sharing of information and advice on safeguarding issues;
- when we implement quality assurance observations of volunteer sessions, including safeguarding in the evaluation;
- maintaining full records of all incidents and allegations associated with safeguarding issues.

We will also be aware of health and safety issues such as the possibility of children having allergies or other medical conditions. We will ask schools to inform us of such issues in the form which they give us for each child we work with and give the in-school volunteer a copy of the form. As nut allergies are a relatively common form of allergy, we will require our personnel not to take nuts into any school.

We understand that under the Safeguarding Vulnerable Groups Act (2006) Number Champions is a 'regulated activity provider' as it provides unsupervised instruction of children. The Act requires that (i) where we have reasonable belief that one of our personnel has harmed or poses a risk of harm to a child, and (ii) we remove them from contact with children, we have a statutory duty to refer this to the Disclosures and Barring Service and to send an incident report to the Charity Commission. Where we have reasonable evidence that a crime may have been committed we should also inform the police and other agencies.

We understand that Number Champions is not a 'specified authority' under the Counter-Terrorism and Security Act 2015, and therefore it does not have a specific obligation to have 'due regard to the need to prevent people from being drawn into terrorism'. (The 'Prevent duty') Nevertheless, personnel should be aware of the risk of children being drawn into terrorism and should report relevant incidents or suspicions, as they would with any other safeguarding concern.

Contact details

Number Champions DSL Graham Beeden
07590 310 489
graham@numberchampions.org.uk

Number Champions Alternative DSL Contact Lisa Baglin
07711 706 338
lisa@numberchampions.org.uk

NSPCC Helpline 0808 800 5000

As a volunteer or employee of Number Champions or as a person involved with Number Champions in some other capacity, I confirm that I have read and understood this policy and am bound by it.

Name

Signature

Date