



All Stars Clubs CIC

Safeguarding and Child Protection / Vulnerable Adults Policy - March 2026 - 2027

Policy Updated On: 1st March 2026 By: Janine Keppy



ALL STARS CLUBS CIC

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Policy Statement

At All Stars, we endeavour that all staff and volunteers are trained to spot signs of abuse. To include safeguarding training every two years. We shall work to prevent and identify abuse, then report to the designated safeguarding officer.

This policy applies to all staff, volunteers and anyone working in connection with All Stars Youth Club.

All Stars has a duty of care to safeguard all children involved in the Club from harm. It is the responsibility of all who work and volunteer. All Stars will ensure the safety and protection of all children involved in All Stars through adherence to the Child Protection guidelines adopted by All Stars and set out as best practice by the NSPCC when working with young people and vulnerable young adults. Guide - <https://learning.nspcc.org.uk/safeguarding-child-protection/>

A child is defined as a person under the age of 18 (The Children Act 1989). A vulnerable adult is one with protected characteristics, identified through targeted work, who can be over the age of 18.

Policy Aims

The purpose of this policy is to:

- Protect children and young people using All Stars Youth Club's services
- Ensure staff and volunteers are provided with understanding and knowledge of safeguarding and child protection.

All Stars Youth Club believe that no child or young person should ever experience abuse of any kind. We are responsible for promoting the welfare and ensuring all children and young people are safe.

- The aim of the All Stars Child Protection Policy is to promote good practice.
- Providing children and young people with appropriate safety and protection whilst in the care of All Stars.
- Allow all staff/volunteers to make informed and confident responses to specific child protection issues.
- It also aligns with the (The Protection of Freedoms Act 2012) in protecting and safeguarding data and information of young people that attend All Stars.

Roles and Structure

All Stars strive to provide a range of activities for our members in group settings. Safeguarding is managed by the group leaders, with volunteers having responsibility with guidance and support from the Safeguarding officer.

Legal Framework

This policy has been created in accordance with specific law and guidance that seeks to protect children and young people, namely:

- Children Act 1989
- Children Act 2004
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998

- Data Protection Act 2018 / General Data Protection Regulation
- Human Rights Act 1998
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedom Act 2012
- Children and Families Act 2014
- Special Educational Needs and Disability (SEND) code of practice, 0 – 25 years
- Statutory guidance for organisations working with and supporting children and young people who have special educational needs or disabilities, HM Government 2014.

Self-Assessment Resource Tool

- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers, HM Government 2015.
- Working together in order to safeguard children and young people: A guide to inter-agency working to safeguard and promote the welfare of children, HM Government 2018.

This policy ought to be read in conjunction with the subsequent policies and procedures:

- Role of the Designated Safeguarding Officer
- Dealing with disclosures and concerns
- Managing allegations against staff members
- Documentation and information sharing
- E-Safety
- Anti-bullying
- Complaints
- Health and safety
- Quality assurance

All Stars Youth Club recognises that:

- The welfare of a child and young person is paramount, as stated in the Children Act 1989.
- All children and young people have a right to equal protection from all types of harm or abuse regardless of age, disability, gender, religious belief, sexual orientation or racial heritage.
- Some children and young people may be additionally vulnerable due to previous experiences, communication needs, their level of dependency or other issues.
- Working in partnership with children, young people, parents, carers and other agencies is essential in order to promote their welfare.

All Stars Youth Club will seek to keep children and young people safe by:

Valuing, respecting and listening to them.
 Appointing a Designated Safeguarding Officer.
 Adopting child protection and safeguarding practices through procedures.
 Recruiting staff and volunteers safely, ensuring all checks are carried out.
 Using the safeguarding procedures to share concerns and relevant information with other agencies who need to know.
 Creating and maintaining an anti-bullying environment.
 Ensuring an effective complaints procedure is in place.

Photographic and digital usage

We will seek to keep children and young people safe by: always asking for written consent from a child and their parents or carers before taking and using a child's image, changing the names of children whose images are being used in our published material whenever possible (and only using first names if we do need to identify them), and never publish personal information about individual children.

We will also share with parents and carers so they understand how images of children will be securely stored on a password-protected device and for how long (including how we will control access to the images and their associated information)

This will reduce the risk of images being copied and used inappropriately: only using images of children in appropriate attire.

No images or photographs will be taken of children who are deemed as Looked After or in Care, any images taken by mistake will be immediately deleted.

Images will be used to positively reflect young people's involvement in the activity.

We will also develop a procedure for reporting the abuse or misuse of images of children as part of our child protection procedures. We will ensure everyone involved in our organisation knows the procedures to follow to keep children safe at All Stars.

Clauses

1. Child Neglect

Neglect is typically defined in terms of an omission, where a child suffers substantial harm or developmental impairment by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults, or medical care. It may also encompass neglect of a child's fundamental emotional needs.

Neglect generally becomes evident in diverse ways over a period rather than at a single juncture. For example, a child who endures a series of minor injuries is not having their needs for supervision and safety fulfilled. The threshold of substantial harm is reached when the child's needs are neglected to the degree that their well-being and/or development is severely impacted.

2. Emotional Abuse

Emotional abuse is typically found in the relationship between an adult and a child, rather than in a specific incident or pattern of events. It occurs when a child's need for affection, approval, consistency and security are not fulfilled. It is seldom manifested in terms of physical symptoms. For children with disabilities, it may include over-protection or conversely, failure to acknowledge or comprehend a child's disability.

Examples of emotional abuse include:

- a. Persistent criticism, sarcasm, hostility or blame.
- b. Where the level of care is contingent on their behaviour.
- c. Unresponsiveness, inconsistent or unrealistic expectations of a child.
- d. Premature imposition of responsibility on the child.
- e. Excessive or inadequate protection of the child.
- f. Failure to provide opportunities for the child's education and development.
- g. Use of unrealistic or over-harsh disciplinary measures.
- h. Exposure to domestic violence.

Children exhibit signs of emotional abuse through their behaviour, for instance, excessive clinginess to or avoidance of the parent/guardian, their emotional state (low self-esteem, unhappiness), or their development (non-organic failure to thrive). The threshold of significant harm is reached when abusive interactions dominate and become typical of the relationship between the child and the parent/guardian.

3. Physical Abuse

Physical abuse is any form of unintentional injury that causes substantial harm to a child, including:

- a. Shaking
- b. Use of excessive force in handling

- c. Deliberate poisoning
 - d. Suffocation
 - e. Munchausen's syndrome by proxy (where parents/guardians fabricate tales of illness about their child or induce physical symptoms of illness)
 - f. Allowing or creating a substantial risk of significant harm to a child
 - g. For children with disabilities, it may include confinement to a room or cot, or incorrectly administered drugs to control behaviour.
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4. Sexual Abuse

Sexual abuse occurs when a child is used by another person for their own gratification or sexual arousal, or for that of others. For example:

- a. Exposure of the sexual organs or any sexual act intentionally performed in the presence of a child
- b. Intentional touching or molesting of the child's body, whether by a person or object, for the purpose of sexual arousal or gratification.
- c. Forcing/enticing a child to take part in sexual activities
- d. Sexual exploitation of a child.

It may include non-contact activities, such as involving children in viewing pornographic material or observing sexual acts, or encouraging children to conduct themselves in a sexually inappropriate manner.

Issue Reporting procedure

Incidents must be reported/recorded if any of the following occur. Staff and volunteers must report this at once to the child welfare officer and have it recorded with a record of the incident. You should also ensure the parents of the child are informed only if in coaching activity-

- If you accidentally harm a child
 - If he/she appears distressed in any way.
 - If a child seems to be sexually stimulated by your actions,
 - If a child misunderstands or misinterprets something you have done.
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Recruitment and training of staff and volunteers

All Stars recognises that any individual may have the potential to abuse children in some manner, and that all reasonable measures are taken to ensure unsuitable persons are prevented from working with children. Pre-selection checks must include the following:

All volunteers/staff should complete an application form. The application form shall elicit information regarding an applicant's past and a self-disclosure about any criminal record.

- Consent ought to be obtained from an applicant to seek information from the Criminal Records Bureau. One satisfactory reference, either a character reference or a work reference, should be obtained. These references must be verified and confirmed through telephone contact.
- Proof of identity (passport or photo driving licence).

A DBS enhanced disclosure, supported by Dudley CVS, must be obtained.

Training shall be offered every 2 years in accordance with the policy for safeguarding.

If any member of the All Stars Team or a volunteer suspects abuse of any kind, they must report it immediately to the Designated Safeguarding Officer – Emily Khan emzluxton@gmail.com

Partners and additional contacts to support the child welfare officer are –

Essential Contacts

In an emergency, or if there is a real and present risk of imminent danger or further harm, call 999 immediately.

Local Contacts: Dudley

Multi-Agency Safeguarding Hub Designated Officer (DO) Key Dudley contact for concerns relating to a child	0300 555 0050 Mon – Fri 9am – 5pm	0300 555 8574 Emergency Duty Team
Local Police Child Protection Teams	0121 626 8165 Police Family Protection Unit 0845 113 5000 West Midlands Police	01384 456111 Out of hours Social Services can be contacted via the Hospital switchboard
Designated Adult Safeguarding Manager (DASM) Key Dudley contact for concerns relating to an Adult Adult Safeguarding Alert or Concern	0300 555 0055 Mon – Fri 9am – 5pm If the abuse is also a crime such as assault, rape, theft or racial harassment, then you should contact the police on 0345 113 5000. Access to Adult Social Care Team on 0300 5550055 between 9.00am and 5.00pm, Monday to Friday	0300 555 8574. Emergency Duty Team

Validation

Signed

Date

We are committed to reviewing our policy and good practice on an annual basis. This document's next review is due 1st March 2026 using best practice from.....

<https://www.nspcc.org.uk/preventing-abuse/safeguarding/writing-a-safeguarding-policy/>