

FIGHT FOR PEACE

SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY



Status	Awaiting Approval
Document title	Safeguarding Children & Young People
Policy owner	Jamie Lowe Fight for Peace Head of Academy
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Approved by	Board of Trustees
Does the policy require training for implementation? If yes, please specify the type of training.	Yes. Included in the induction process, line management training and annual refresher training.
Cascade mechanism for communicating this policy	Leadership group; line managers' talking points and development; staff meetings; Things to Know; all staff acknowledge and confirm they have read and understood the policy (via Breathe).
How will implementation be monitored	All staff are clear on the terms of the policy; safeguarding issues are dealt with agility and professionalism; record keeping has been improved.

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1. Fight for Peace Safeguarding Team

If a young person is in immediate danger or needs emergency treatment, call 999 first and state there is a safeguarding concern.

For all other concerns, report to a member of the team below without delay.

Single point of contact: safeguarding@fightforpeace.net

Jamie Lowe — Designated Safeguarding Lead (DSL)

Head of Academy

Email: jamie@fightforpeace.net

Tel: 07436 035 668

Silvino Domingos — Deputy DSL

Sports Manager

Email: silvino.domingos@fightforpeace.net

Tel: 07805 987 850

Steven Ita — Deputy DSL

Youth Work Manager

Email: Steven@fightforpeace.net

Tel: to be confirmed

Carolina Valesquez — Deputy DSL

Head of Programmes

Email: Carolina@fightforpeace.net

Tel: 07884543930

If your concern relates to any member of the Safeguarding Team, report directly to the Chief Executive without delay.

CEO Lee Hemmings - lee@fightforpeace.net

HR Support: Hannah Eghweree (HR and Wellbeing Officer) —
hannah@fightforpeace.net | 020 7474 0054

2. Legislation and Statutory Framework

This policy is based on the following legislation and guidance:

- Children Act 1989 and Children Act 2004
- Children and Families Act 2014
- Children and Social Work Act 2017
- Working Together to Safeguard Children 2026 (March 2026 revision, updated statutory guidance)
- Keeping Children Safe in Education 2024 (KCSIE 2024)
- What to Do if You're Worried a Child is Being Abused 2015
- UN Convention on the Rights of the Child (ratified 1991)
- Human Rights Act 19
- Sexual Offences Act 2003 (including Section 22A, inserted by the Police, Crime, Sentencing and Courts Act 2022)
- Mental Capacity Act 2005
- Safeguarding Vulnerable Groups Act 2006
- Equality Act 2010
- Serious Crime Act 2015 (including Female Genital Mutilation mandatory reporting duty)
- Counter Terrorism and Security Act 2015 (Prevent Duty)
- Protection of Freedoms Act 2012
- Modern Slavery Act 2015
- Domestic Abuse Act 2021
- Police, Crime, Sentencing and Courts Act 2022 (Serious Violence Duty; Positions of Trust)
- Online Safety Act 2023
- Data Protection Act 2018 and UK GDPR
- Pan London Safeguarding Procedures for Children and Adults
- NSPCC Sport Standards for Safeguarding and Protecting Children in Sport
- Ann Craft Trust Safeguarding Adults in Sport Framework
- Charity Commission of England and Wales safeguarding guidance
- Section 11 of the Children Act 2004 (applicable to partner agencies)

Note: References to Working Together 2018, Working Together 2023, and KCSIE 2020 in earlier versions of this policy have been updated to reflect the current statutory guidance: Working Together to Safeguard Children 2026 and KCSIE 2024.

3. Related Policies

This policy must be read alongside:

- Safeguarding Adults Policy
- Champions Code (Fight for Peace Code of Conduct)
- Safer Recruitment Policy
- Case Recording and Records Retention Policy
- Complaints Policy
- Disciplinary and Grievance Policy
- Protected Disclosure (Whistleblowing) Policy
- Health and Safety Policy
- Social Media Policy
- Mobile Phone Policy
- IT Use Policy
- Professional Boundaries Policy
- Equal Opportunities Policy

Fight for Peace's cascade mechanism for communicating this policy includes: leadership group briefings, line manager talking points, staff meetings, staff handbook, and formal acknowledgement via Breathe HR. Implementation is monitored through supervision, case records, and reporting to the Safeguarding Steering Group.

4. Terminology

Child / Young person: Everyone under the age of 18. Fight for Peace uses 'child or young person' throughout as it better reflects those under 18 we seek to support.

Staff: All those working for or on behalf of Fight for Peace, full-time or part-time, temporary or permanent, in either a paid or voluntary capacity.

Parent: Birth parents and other adults in a parenting role, including stepparents, foster carers and legal guardians.

Safeguarding and promoting welfare: Proactively taking measures to promote a safe and positive environment, protecting children and young people from maltreatment, preventing impairment of health or development, and ensuring circumstances consistent with safe and effective care.

Child protection: The processes undertaken to protect children and young people who have been identified as suffering, or being at risk of suffering, significant harm.

Significant harm: The threshold under the Children Act 1989 that justifies compulsory intervention in family life in the best interests of children. The child is suffering, or is likely to suffer, significant harm.

Contextual Safeguarding: An approach to understanding and responding to young people's experiences of significant harm beyond their families. It recognises that relationships young people form in their communities, schools and online can feature violence, abuse and the impact of wider systemic inequalities. It is collaborative, ecological, rights-based, strengths-based and evidence-informed.

Transitional Safeguarding: A concept recognising that adolescence extends into the early-to-mid twenties, and that the artificial division between children's and adults' services increases risk for those transitioning into adulthood. Fight for Peace applies both children's and adult safeguarding frameworks to young people aged 18 to 25.

Professional Curiosity: The practice of exploring and testing out information rather than making assumptions or accepting things at face value. It means asking direct questions, seeking clarification, checking explanations against other evidence, and not being deterred by a plausible account when other signs of concern remain.

Cumulative Harm: The effect of a pattern of harmful events or circumstances that, individually, may appear low-level or inconclusive, but which build over time into significant harm. Recognising cumulative harm depends on connecting concerns across time, settings and individuals, rather than considering each in isolation.

Child Criminal Exploitation (CCE): Where a child is manipulated or coerced into criminal activities, often through grooming, including drug trafficking, shoplifting or moving money or weapons.

Cuckooing: Where criminals take over a vulnerable person's home to use for illegal activities, often using children under threat or coercion.

Online harms: Exposure to harmful content (such as self-harm or eating disorder promotion), online grooming, cyberbullying and exploitation. The Online Safety Act 2023 places a duty of care on platforms to reduce these risks.

DSL: Designated Safeguarding Lead — the named lead responsible for safeguarding at Fight for Peace.

LADO: Local Authority Designated Officer — manages allegations against adults who work with children in Newham.

MASH: Multi-Agency Safeguarding Hub — the local multi-agency point for reporting safeguarding concerns in Newham.

5. Policy Statement and Principles

Safeguarding is core business for Fight for Peace. We acknowledge our duty of care to safeguard and promote the welfare of children and young people and are committed to ensuring that safeguarding practice reflects statutory responsibilities, government guidance and best practice across the youth and sport sectors.

Fight for Peace is committed to:

- Providing a safe and positive environment for everyone involved in its services and activities, where the welfare of young people is paramount.
- Ensuring our safeguarding framework is fit for purpose within the context of our young people's often challenging and complex lives, supporting consistent, positive, confident and defensible practice.
- Recognising that people with lived experience of social disadvantage and challenges often have the best solutions and skills to improve outcomes for themselves and others.
- Working in partnership with young people, families and statutory agencies, with the voice and needs of each young person central to all decision-making.
- Ensuring all partner organisations, external service providers, and consultants are alert to their safeguarding responsibilities and give a formal commitment to meeting safeguarding standards in line with this policy.
- Ensuring staff understand new and emerging safeguarding risks, including online harms, child criminal exploitation and the duties arising from the Online Safety Act 2023.
- Making a referral to the DBS barred list in all circumstances where this is a legal requirement.
Guidance: gov.uk/guidance/making-barring-referrals-to-the-dbs

5.1 Policy Principles

- The welfare and interests of children and young people are paramount.
- All children and young people have equal rights to protection, regardless of age, ability or disability, culture, race, language, religion or beliefs, sexual orientation, gender or gender identity.
- Safeguarding is everybody's responsibility. All staff and volunteers must respond positively to any concern, suspicion or disclosure.
- Fight for Peace is committed to a safe and positive environment for all young people aged 7 to 25 to engage with our sport and non-sport activities.
- We will work in partnership with young people and families to keep the welfare of young people central to all decision-making.
- Concerns from outside of Fight for Peace — including concerns about former staff or community members — must never be ignored.
- Staff will receive appropriate training and support, and young people, volunteers and staff involved in child protection issues will receive appropriate support.

5.2 Fight for Peace Values

Fight for Peace's five core values underpin our safeguarding expectations for all staff:

- **Embracing:** We believe in a society without exclusion. Everyone is welcome.
- **Champion:** We work with pragmatism and preparedness to be the best in all we do.
- **Solidarity:** We work in unity across our staff, young people and the community.
- **Inspiring:** We aim to inspire our young people and be inspired by them.
- **Courage:** We work where there is need and are proud to stand up for peace.

5.3 Voice of the Child and Young Person

Fight for Peace believes that young people are experts in their own experience, and that safeguarding practice and policy are strengthened by their direct input, not just their protection.

Young people's views inform safeguarding at Fight for Peace through:

- **Individual case practice:** The views and wishes of the young person are sought directly wherever possible at every stage of a safeguarding concern, in line with Section 11.2, and are recorded as part of the case record.
- **The Safeguarding Trustee:** Meets independently with young people and members at least twice a year to seek their views on the safety of the service, in line with Section 6. Themes arising from these conversations are reported to the Board and the Safeguarding Steering Group (SSG).
- **Youth Power:** Fight for Peace's youth leadership structure provides a standing route for young people to raise views on safeguarding practice, not only individual concerns, including how safe they feel, what works well, and what they would change. Youth Power feedback is a standing item considered by the SSG as part of its policy review cycle.
- **Policy review:** Where young people's feedback leads to a change in this policy or in safeguarding practice, Fight for Peace will report back to young people, in an accessible format, on what has changed and why.

Staff must never treat a young person's silence, compliance, or reluctance to engage as an absence of concern. Where a young person is unable or unwilling to express a view directly, staff should consider what is known of their wishes and feelings from other sources, including their behaviour.

6. Roles and Responsibilities

All staff, volunteers and board members at Fight for Peace have a duty to safeguard and promote the welfare of young people, regardless of whether their role involves direct contact with young people. All must read and understand this policy.

Board of Trustees

Collective responsibility to ensure the organisation operates safely and in line with its legal and statutory safeguarding duties. The Board must ensure safeguarding is a standing agenda item at all Board meetings, and must ensure appropriate training is completed. Board members are responsible for the policies and practices that underpin the organisation's safeguarding approach.

Chair of the Board

Ensures the Board agenda regularly makes time for discussion about safeguarding performance and supports the Safeguarding Trustee in the execution of their duties.

Safeguarding Trustee

Provides oversight and assurance on behalf of the Board as set out in the Trustee's job description. The Safeguarding Trustee will meet independently with young people and members at least twice a year to seek their views on the safety of the service (see Section 5.3).

Chief Executive

Overall accountability for all matters concerning safeguarding and child protection.

DSL / Head of Academy

Lead responsibility for ensuring this policy is adhered to; overseeing safeguarding arrangements; ensuring policies and procedures are in place and reviewed; managing the Safeguarding Steering Group (SSG); ensuring appropriate training is in place for all roles; ensuring staff understand new and emerging safeguarding risks including online harms, CCE and the Online Safety Act 2023.

Deputy DSLs

Support the DSL in carrying out safeguarding responsibilities; act as lead in the DSL's absence. Must hold Level 3 safeguarding training, kept up to date.

All Staff and Volunteers

Report any concerns — however small — to the DSL or a Deputy DSL without delay. Complete required safeguarding training appropriate to their role. Maintain professional boundaries. Uphold the Champions Code. Know how to report online abuse and how to escalate if a child is at immediate risk due to digital platforms.

Terms of Reference for the Safeguarding Steering Group (SSG) and the Concern Management Group (CMG) are set out in Appendix B of this policy.

7. Safer Recruitment

Fight for Peace's Safer Recruitment Policy sets out our full approach. Key principles are:

- Safeguarding commitment is clearly communicated at all stages of recruitment.
- All job descriptions explicitly state safeguarding responsibilities.
- Recruitment panels include safeguarding scenario questions that explore attitudes, behaviours, and understanding of digital safeguarding and online abuse.
- All staff engaged in any activities involving responsibilities for young people require an enhanced DBS check. No individual may work in any capacity until clearance has been received by the DSL.
- Any DBS disclosures are triaged through the Concern Management Group (CMG), using the Candidate Risk Assessment to ensure recruitment is inclusive while maintaining safety.
- Fight for Peace is legally required to refer individuals to the DBS barred list when the threshold for a referral is met.

8. Positions of Trust

All Fight for Peace staff and volunteers (including support staff) hold a position of trust in relation to all young people participating in Fight for Peace activities and programmes, irrespective of the age of those involved.

Under Sections 16 to 19 of the Sexual Offences Act 2003, it is an offence for a person aged 18 or over to have sexual intercourse or engage in an intimate relationship with a person under 18 where they are in a position of trust. **Section 22A of the Act, inserted by the Police, Crime, Sentencing and Courts Act 2022, extends the definition of position of trust to include any adult who regularly coaches, teaches, trains, supervises or instructs a 16 or 17-year-old in sport.** This closes what had previously been a gap in the law specific to sports settings, and applies directly to Fight for Peace's coaching workforce.

Fight for Peace extends this protection to all participants irrespective of their age. Any staff member who enters into any intimate or inappropriate relationship with a service user of any age may face disciplinary action and immediate referral to the LADO. See the Professional Boundaries Policy for full guidance.

9. Young People Who May Be Additionally Vulnerable

Some young people may be at increased risk of harm or abuse. Fight for Peace gives special consideration to how we work with those who are:

- Disabled or have communication and language differences
- Young or lone carers
- Affected by parental substance misuse, domestic violence or parental mental health needs
- Experiencing social deprivation or poverty
- Refugees or asylum seekers
- Looked After Children or care leavers (including those living away from home)
- Vulnerable to being bullied, or engaging in bullying
- Living in temporary accommodation or transient lifestyles
- Living in chaotic and unsupportive home situations

- Vulnerable to discrimination on the grounds of race, ethnicity, religion, disability, gender, gender identity or sexuality
- At risk of sexual and/or criminal exploitation, including county lines
- At risk of radicalisation or being drawn into extremism
- Do not have English as a first language
- At risk of female genital mutilation (FGM)
- At risk of forced marriage or honour-based violence
- Victims or survivors of prior abuse or trauma
- Associated with gangs, serious violence and exploitation
- Displaced by conflict and trauma

10. Training and Development

Fight for Peace is committed to ensuring we have a confident and competent workforce. Staff will receive training and learning opportunities appropriate to their roles and responsibilities to ensure our workforce understands and embeds good safeguarding practice.

Training content must include:

- Updates to key legislation, including Working Together to Safeguard Children 2026 and KCSIE 2024
- Recognition and response to CCE, cuckooing and radicalisation online
- Trauma-informed and contextual safeguarding approaches
- Online harms, digital safeguarding and duties under the Online Safety Act 2023
- Awareness of intersectionality and the overlapping factors impacting young people
- For staff working with 18 to 25-year-olds: adult safeguarding (Care Act 2014) in addition to children's safeguarding

New staff, volunteers and Board members will receive a safeguarding briefing during their induction, including orientation to this policy, the Champions Code, reporting and recording arrangements, and contact details for the Safeguarding Team. All staff receive safeguarding updates throughout the year via email, staff meetings, mentoring and supervision.

Role	Required Training	Renewal
DSL	Level 3 Adult Safeguarding (Care Act) + Level 3 Children's Safeguarding + ACT Advanced Training + Online Safety Act	Every 2 years
Deputy DSLs	Level 3 Adult Safeguarding + Level 3 Children's Safeguarding	Every 2 years
Staff working with 18-25s	Adult Safeguarding Awareness (Care Act) + Children's Safeguarding Awareness	Annual refresher
Coaches and Youth Workers	Adult Safeguarding Awareness + Children's Safeguarding + Online Safety	Annual refresher
Board / Trustees	ACT Board Safeguarding Training + Adult Safeguarding overview	Every 3 years
All new staff and volunteers (induction)	Adult Safeguarding Awareness + Children's Safeguarding Awareness	Within 6 weeks of joining

Training records must distinguish whether training covers adult safeguarding, children's safeguarding or both, and must include the level of training achieved.

Training updates for the Board must also be documented and reported to the Safeguarding Steering Group.

The impact of training is assessed through case study reflection, evaluation and regular reporting to the SSG and Board.

11. Reporting and Responding to Concerns

Remember: It is not your responsibility to decide whether or not a child or young person has been abused. Never wait until you are certain. If you have any concern about a young person's welfare or safety, act upon it without delay.

If a young person is in immediate danger or needs emergency treatment, call 999 and state there is a safeguarding concern.

11.1 The Reporting Process

The steps in the reporting process are:

1. A concern arises about a young person's welfare, or about the behaviour of someone towards a young person.
2. If there is an immediate risk of significant harm: call 999.
3. In all other cases, the individual who has the concern makes a record and shares it without delay with a member of Fight for Peace's Safeguarding Team.
4. If the concern relates to a member of staff, it is considered by the DSL, CEO and Head of Academy (including concerns arising through DBS and safe recruitment processes).
5. If the concern relates to a young person: information is recorded in their safeguarding record and chronology.
6. The DSL, in partnership with Deputy DSLs, convenes a Cause for Concern meeting (with external specialist safeguarding support if required) and determines the level at which the concern will be managed.
7. Where the concern meets the threshold for statutory advice or support, a referral is made to children's social care and/or the LADO without delay, followed up in writing within 24 hours.
8. If a crime has been or may have been committed, the Police must be informed.
9. The Concern Management Group (CMG) supports risk assessment, decision-making and ongoing management of all concerns.

11.2 General Guidance on Responding

- Never ignore anything that might indicate cause for concern or that risks around a young person are increasing.
- Share concerns fully as soon as possible with a member of the Safeguarding Team.
- Only share sensitive and confidential information on a need-to-know basis.
- Clarify concerns where possible, but do not investigate.
- Always record everything clearly and accurately.
- Do not work in isolation; seek support from the DSL as soon as possible.
- Always seek the views of the young person directly, wherever this is possible.
- **Apply professional curiosity.** Do not accept the first plausible explanation without testing it against what else is known. Ask direct questions, seek clarification, and check explanations against other available information.
- **Look for patterns in small concerns and consider cumulative harm.** Individually minor concerns can build into a fuller and more serious picture over time. Review a young person's full chronology, not just the most recent incident, before concluding a concern is low-level.
- Consider each young person as an individual.

- Where concerns involve online or image-based content, do not delete any evidence. Report immediately to the DSL.

11.3 If a Young Person Discloses Abuse

Do:

- Thank them for trusting you and tell them they have done the right thing.
- Remain calm, do not overreact.
- Give reassuring words: 'I'm so sorry this has happened', 'This isn't your fault', 'You are doing the right thing in talking to me'.
- Listen and accept. Do not be afraid of silences. Try not to interrupt.
- Inform the young person of what you are going to do next.

Do not:

- Promise confidentiality — you may need to share information to access appropriate support.
- Automatically offer physical touch as comfort. If the young person initiates contact, record and report it.
- Ask leading questions, or ask the young person to repeat the disclosure several times.
- Work in isolation — seek support and advice from the DSL as soon as possible.

If a young person discloses possession of an illegal item or possible criminal activity, ensure the safety of the young person and yourself first. Then follow the same Do and Do not guidance above. Where a crime has been or may have been committed, report to the Police.

12. Record Keeping

Effective and timely recording is essential. It is never an option to do nothing if you become aware of concerns. Information must not be held only in the heads of individuals. Fight for Peace takes a team approach to building a picture of risks, vulnerabilities and strengths.

All records must:

- Be made as soon as practicable and within 24 hours of the concern arising.
- Be dated, timed and signed.
- Be stored securely, with restricted access and secure transfer.
- Record verbatim notes of what the person said, wherever possible.
- Clearly distinguish between fact, observation, allegation and opinion.
- Not omit anything relevant — describe the young person, the context, and those around them.
- Not be altered once made (addenda may be added, but the original record must be preserved).

Fight for Peace uses Upshot for case management, safeguarding records and chronologies. Certain exemptions under the UK GDPR and Data Protection Act 2018 may apply to safeguarding records, meaning some or all of the information within them may lawfully be withheld from a subject access request. This is assessed on a case-by-case basis and is not automatic. Requests to access safeguarding records must be referred to the DSL, who will work with the Data Protection Officer to determine what can be lawfully disclosed.

The Safeguarding Referral Form (Appendix C) must be completed for all safeguarding concerns. It must be updated to include fields for all categories of abuse listed in Section 14 of this policy.

13. Notifying Parents

Fight for Peace will normally seek to discuss any concerns about a young person with their parent unless this is likely to increase risk or distress. This must be handled sensitively. The DSL will make contact with the parent.

If Fight for Peace believes notifying parents could increase the risk to the young person or exacerbate the problem, advice will first be sought from children's social care and/or the police before parents are contacted.

14. Types of Abuse, Neglect and Safeguarding Concerns

The following is an illustrative, not exhaustive, guide. Any concern must be reported, even if it does not clearly fit a category. Abuse can be carried out by adults or by other children and young people.

Physical Abuse: Hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

Emotional or Psychological Abuse: Threats of harm or abandonment, deprivation of contact, humiliation, controlling, intimidation, coercion, harassment, verbal abuse, or isolation.

Sexual Abuse: Child sexual abuse is when a child is forced or persuaded to take part in sexual activities. This may involve physical contact, including rape and sexual assault, or non-contact activities such as sexual photography, subjection to pornography, indecent exposure, or grooming a child in preparation for abuse. Sexual abuse can happen online or offline. A child cannot legally consent to their own abuse, and children and young people may not always understand or recognise that they are being sexually abused.

Neglect: Ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, withholding medication, adequate nutrition or heating.

Domestic Abuse and Coercive Control: Including psychological, physical, sexual, financial and emotional abuse between family members, and so-called honour-based violence.

Child Criminal Exploitation (CCE) and County Lines: Where a child is coerced or manipulated into criminal activities. CCE does not always involve physical contact and can occur through technology. Victims may not identify themselves as being exploited.

Child Sexual Exploitation (CSE): Where a child is coerced into sexual activity, directly or via digital platforms, in exchange for something they need or want, or through threat or violence.

Online Harms and Image-Based Abuse: Cyberbullying, grooming via apps or gaming platforms, sextortion, catfishing, image-based abuse and exposure to harmful content. Staff must not delete digital evidence and must report immediately to the DSL.

Sexting and Youth-Produced Sexual Imagery: The sending or posting of sexually suggestive images, including nude or semi-nude photographs of a person under 18. Sharing of such imagery by or with adults constitutes child sexual abuse and must be reported to the police.

Peer-on-Peer Abuse: Including physical abuse, sexually harmful behaviour, sexting, teenage relationship abuse, initiation and hazing, and prejudice-based behaviour. Abuse is abuse and must never be passed off as banter. See Section 16.

Radicalisation: Where an individual or group attempts to attract young people to extreme views and persuade them of the legitimacy of a cause, directly or through social media. See the Prevent Duty under the Counter Terrorism and Security Act 2015.

Female Genital Mutilation (FGM): A criminal offence in the UK and a form of abuse. FGM is usually carried out on young girls. Reporting of concerns about FGM is mandatory under the Serious Crime Act 2015. Staff should be alert to anxiety about long trips abroad.

Forced Marriage: A criminal offence under the Anti-Social Behaviour, Crime and Policing Act 2014. Distinct from arranged marriage. Staff should be alert to young people who appear anxious about travel abroad or who may be prevented from returning to the UK.

Honour-Based Violence (HBV): Crimes committed to protect or defend the perceived honour of the family or community, including FGM and forced marriage. All forms are abuse.

Modern Slavery and Trafficking: Encompasses slavery, human trafficking, forced labour and domestic servitude.

Financial or Material Abuse: Theft, fraud, internet scamming, coercion in relation to financial affairs.

Discriminatory Abuse: Abuse based on race, gender, disability or any other protected characteristic under the Equality Act 2010, including microaggression and misogyny.

Cuckooing: Where criminals take over a vulnerable person's home for illegal activities, often using children.

Mate Crime: Where vulnerable young people are befriended and then exploited by those they trust.

Self-Neglect and Self-Harm: Including neglect of personal hygiene, health or surroundings, and behaviours which indicate self-harm or suicidal ideation.

15. Signs and Indicators of Concern

This list is not exhaustive, but Fight for Peace wants to highlight the following signs and indicators. There may always be other explanations, but the following must not be ignored:

- Unexplained injuries or lack of medical attention when an injury is present
- Belongings or money going missing
- No longer attending or engaging with Fight for Peace
- Losing or gaining weight, unkempt appearance, deterioration in personal hygiene
- Change in behaviour or confidence, particularly around a specific individual
- Self-harm, or expressions of suicidal ideation
- Fear of a particular group or individual
- Unexplained sources of income
- A direct disclosure of abuse
- Secretive online activity, sudden digital withdrawal or use of encrypted messaging apps
- Indicators of substance misuse
- Harassing of an individual in relation to protected characteristics
- Threats of harm or abuse
- Persistent blaming of an individual, undermining their confidence or self-esteem

16. Peer-on-Peer Abuse

Children and young people may be harmed by other children and young people. Fight for Peace is alert to the significant harm caused by peer-on-peer abuse and bullying. Staff must take any concerns very seriously. Abuse is abuse and must never be passed off as banter or normalised.

Peer-on-peer abuse can include physical abuse (biting, hitting, kicking), sexually harmful behaviour, sexting, teenage relationship abuse, initiation and hazing, and prejudice-based behaviour. Different gender dynamics may be present but must not allow gender stereotyping to cloud assessments.

All allegations of peer-on-peer abuse must be passed to the Safeguarding Team immediately and managed as follows:

- **Information gathering:** children, young people, staff and witnesses will be spoken with as soon as possible to understand the situation and assess both impact and intent.
- **Decision on action:** if any young person is at risk of significant harm, a referral will be made to children's social care, followed by a decision on next steps (which may include contacting the police).
- **Notifying parents:** in line with Section 13 of this policy.
- **Support:** both the young person who has been harmed and — where appropriate — the young person who has exhibited harmful behaviour will receive support. For the latter, Fight for Peace will seek to understand why the behaviour occurred and what support is required to help them change.

17. Online and Digital Safeguarding

The online environment presents one of the greatest areas of risk for young people. Grooming techniques are used to prepare children for sexual abuse, exploitation and radicalisation. Any concerns relating to social media or online communications must be taken very seriously and shared immediately with the Safeguarding Team before any conversations are initiated with the individuals concerned, so that evidence is not deleted.

When staff are working unsupervised and having one-to-one conversations online or remotely with young people, the following standards apply:

- All such staff must have completed an appropriate safeguarding recruitment process.
- All participants should be given contact details for the Safeguarding Team and relevant external helplines.
- Staff must confirm in writing that they have read and agreed to abide by this policy and the Champions Code.
- Social media communications must use a Fight for Peace account, not a personal account. Accounts must be operated by more than one staff member and subject to oversight, moderation and challenge.
- Personal mobile phones must not be used for communications with members. Numbers provided to members must be for Fight for Peace-owned devices only.
- Records must be maintained for all remote work (date, time, duration, participants, platform).
- Meetings and sessions must only be recorded with the informed consent of participants and/or their parents/carers.
- Staff found to be in breach of these standards may be subject to disciplinary action.

17.1 Sexting and Youth-Produced Sexual Imagery

Sexting refers to the sending or posting of sexually suggestive images of a person under 18, including nude or semi-nude photographs. This is distinct from the sharing of such imagery by or with adults, which constitutes child sexual abuse and must be reported to the police immediately.

If you become aware of a sexting incident:

- Refer immediately to a member of the Safeguarding Team.
- Never view, download or share the imagery yourself, or ask a child to share or download — this is illegal.
- If you have already viewed the imagery by accident, report this to the Safeguarding Team.
- Do not delete the imagery and ask the young person not to delete images or messages.
- Do not ask the young person to disclose further information — this is the responsibility of the Safeguarding Team or police.
- Do not share information about the incident with other staff, the young person or their parents without Safeguarding Team guidance.

18. Working with Young People Outside the Academy

Fight for Peace delivers activities and support in a range of settings beyond the Academy, including community locations, partner venues, residential trips, away fixtures and transport between sites. These settings carry specific safeguarding considerations that all staff and volunteers must be aware of.

Off-site Activities and Community Settings

Before any off-site activity takes place, the lead member of staff must:

- Carry out a risk assessment for the venue, activity and group, and share it with the DSL in advance.
- Ensure appropriate staffing ratios are in place for the age, needs and number of young people attending.
- Confirm that all staff and volunteers attending hold current DBS clearance appropriate to their role.

- Ensure all young people have current signed consent from a parent or guardian, unless the young person is 18 or over and consenting for themselves.
- Carry out a register before departure and on arrival at the destination, and again on return.
- Ensure all attending staff hold contact details for the DSL and for external emergency services.
- Brief all young people on expected behaviour, safeguarding contact points and how to raise a concern.

Any safeguarding concerns arising during an off-site activity must be reported to the DSL without delay, even if this means leaving the activity temporarily to make contact.

18.1 Safe Travel

Where Fight for Peace staff transport young people in vehicles, the following must apply:

- No member of staff may transport a young person alone in a vehicle without prior written authorisation from the DSL and, where the young person is under 18, written consent from a parent or guardian.
- Where possible, a minimum of two members of staff should travel with young people, or appropriate alternative safeguards should be documented and agreed with the DSL in advance.
- Staff must use only Fight for Peace-approved vehicles for the transport of young people, or vehicles that have been assessed and approved for this purpose. Personal vehicles must not be used without prior written authorisation from the DSL.
- Seating arrangements must avoid situations where a young person is isolated alone with a single adult in circumstances that could create a risk or perception of impropriety.
- Any incident, disclosure or concern arising during travel must be reported to the DSL as soon as possible.
- Records must be kept of all journeys involving young people, including the names of those travelling, the driver, the route, departure and arrival times, and any incidents.

18.2 Residential Activities and Overnight Trips

For any residential activity involving young people:

- A lead safeguarding-trained member of staff must be present and named in advance of the trip.
- Sleeping arrangements must be age and gender appropriate, and must never place a young person alone in a room with a member of staff.
- A clear out-of-hours escalation route must be established and communicated to all staff before departure, including the DSL's emergency contact details.
- Any safeguarding concern arising during a residential must be reported to the DSL immediately, and to statutory agencies where the threshold is met, even if this means doing so remotely.
- Parents and guardians of young people under 18 must be provided with emergency contact details for the trip lead before departure.

18.3 Working in the Community

When staff or volunteers carry out outreach, detached or community-based work with young people:

- Lone working with young people must be avoided wherever possible. Where it cannot be avoided, a lone working protocol must be agreed with the DSL in advance, including regular check-in arrangements.
- Community settings used regularly for work with young people must be subject to a venue check confirming they are appropriate and safe.
- Any concerns about the safety or suitability of a community setting must be raised with the DSL without delay.
- Staff must not conduct one-to-one sessions with young people in locations that are not visible to others, unless this has been risk-assessed and approved by the DSL.

19. Raising Concerns About a Staff Member or Colleague

The welfare of young people must always be the paramount consideration when raising concerns about a colleague's behaviour. Fight for Peace's Protected Disclosure Policy enables staff to raise concerns initially in confidence, for a sensitive enquiry to take place.

All concerns about the behaviour or attitudes of colleagues towards young people must be reported to the Safeguarding Team. Complaints about the DSL must be reported to the CEO. The LADO will be notified of any significant concerns relating to staff.

Where a complaint is made against a Fight for Peace staff member, one or more of the following processes may follow:

- A criminal investigation led by the Police.
- A child protection investigation led by the Local Authority.
- A disciplinary or misconduct investigation led by Fight for Peace.

Fight for Peace will delay any internal disciplinary or misconduct investigation pending the outcome of any criminal or local authority investigation. Temporary suspension of a staff member will be considered where external investigations are ongoing. This is a neutral act intended to protect all parties.

20. Referral to Statutory Services

A member of the Safeguarding Team will make a referral to children's social care if it is believed that a child or young person is suffering or at risk of suffering significant harm. The child (subject to age and understanding) and the parents will normally be informed, unless doing so would increase risk.

Any member of staff may make a direct referral to children's social care if they believe independent advice and action is necessary to protect a young person. They must ensure a member of the Safeguarding Team is made aware.

Newham MASH — MASH@newham.gov.uk | Tel: 020 3373 4600 (option 3) | Out of hours: 020 8430 2000 | Hours: Mon–Thu 9am–5.15pm, Fri 9am–5pm
LADO — contact via Newham Children's Services | Police: Emergency 999 | Non-emergency 101

21. Non-Recent and Historic Concerns

Non-recent abuse refers to abuse that occurred in the past, sometimes many years earlier, and that the person did not disclose or report at the time. Non-recent concerns may indicate current risk, for example where the person named is still working or volunteering with children.

All concerns will be taken seriously and responded to positively irrespective of when they arose. Fight for Peace encourages anybody with concerns to share them without delay. Staff who share concerns in good faith will be supported and protected even if those concerns subsequently appear to be unsubstantiated.

22. Confidentiality and Information Sharing

Safeguarding issues warrant a high level of confidentiality, both out of respect for those involved and to ensure that information shared does not compromise evidence or subsequent investigations.

Neither data protection legislation (UK GDPR and Data Protection Act 2018) nor human rights law is a barrier to sharing information in the interests of safeguarding. The following principles apply:

- Be open and honest. Share information with consent where possible.
- Always consider the safety and well-being of the young person and others.
- The information shared should be necessary, proportionate, relevant, adequate, accurate, timely and secure.
- A record must be kept of decisions to share or not share information, and the reasons.
- Where there is doubt, seek advice from the Safeguarding Team or statutory agencies before sharing.

Certain exemptions under the Data Protection Act 2018 may apply to safeguarding records, meaning some information may lawfully be withheld from subject access requests on a case-by-case basis. This is not an automatic or blanket exemption. All written records will be stored securely, with restricted access and secure transfer protocols.

23. Working with Other Organisations and Delivery Partners

Fight for Peace requires that all partner organisations, external service providers, consultants, and Alliance partners have appropriate and proportionate safeguarding policies and procedures in place. A formal commitment to meeting safeguarding standards must be included in all partnership agreements. Fight for Peace makes its expectations around minimum operating standards explicit in all communications and agreements with partners.

24. Escalation

24.1 Internal Escalation

Escalation to Board will initially be to the Chair. The decision to escalate will be made by the CEO, or by the DSL where the CEO is unavailable.

Type of Concern	Day-to-day concerns	Specific cases not yet referred	Serious cases referred to Police/LADO	Cases involving staff	DBS concerns
Safeguarding Committee	✓	✓	✓	Person by person	
DSL / Head of Academy	✓	✓	✓	✓	Case by case
CEO	✓	✓	✓		
CMG	✓	✓	✓	✓	
Board			✓	✓	

24.2 Professional Challenge and Disagreement with Partner Agencies

Fight for Peace recognises that professional disagreement with a partner agency, such as a decision by Newham MASH, LADO, children's social care, or another statutory body, does not by itself resolve a concern about a young person's welfare. Where the DSL or a Deputy DSL believes a decision or response from a partner agency does not adequately address the level of risk, the following route applies:

- The DSL raises the disagreement directly with the relevant named contact at the partner agency, setting out clearly the basis for the concern and the outcome sought.
- Where this does not resolve the disagreement, Fight for Peace will use the Pan London Child Protection Procedures' resolution and escalation policy as the reference framework for next steps.
- If unresolved at operational level, the DSL escalates to their opposite number's manager at the partner agency, informing the CEO.
- Where risk to a young person is ongoing or increasing, escalation will not wait for the standard resolution timescale. Fight for Peace will escalate immediately, including via the CEO or Chair of the Board contacting the partner agency's senior management, or via the LADO or Newham's safeguarding partnership arrangements, if risk is not being addressed.
- As a general expectation, professional disagreement should be resolved within five working days of being raised, or sooner where risk requires it. This is a target, not a reason to delay escalation where a young person is unsafe.
- All professional disagreement and escalation, including the outcome, must be recorded on the young person's case record and reported to the CMG.

Staff must never treat a partner agency's decision as final if they continue to believe a young person is at risk. Escalation in these circumstances is expected professional practice, not a criticism of the partner agency, and staff raising it in good faith will be supported by the DSL and CEO.

Appendix A: Key External Contacts and Support Services

Statutory Contacts

Organisation	Contact details
Newham MASH (Children)	MASH@newham.gov.uk 020 3373 4600 (opt 3) Out of hours: 020 8430 2000
LADO (Newham)	Contact via Newham Children's Services 020 3373 4600
Police	Emergency: 999 Non-emergency: 101 (ask for local Child Protection Team)
NSPCC Helpline	0808 800 5000 (24/7) help@nspcc.org.uk
NSPCC Whistleblowing (Professionals)	0800 028 0285
Ann Craft Trust	0115 951 5400 Ann-Craft-Trust@nottingham.ac.uk
DBS Barring Referrals	gov.uk/guidance/making-barring-referrals-to-the-dbs

Support Services for Young People and Families

Organisation	Contact details
Samaritans	116 123 (24/7) jo@samaritans.org
Mind Infoline	0300 123 3393 (Mon–Fri 9am–6pm) info@mind.org.uk

SANEline	0300 304 7000 (daily 4.30pm–10.30pm)
SHOUT (Crisis Text)	Text 85258 (24/7)
YoungMinds	youngminds.org.uk
PAPYRUS Hopeline (youth suicide)	0800 068 4141 pat@papyrus-uk.org
FRANK (drug advice)	0300 123 6600
National Domestic Violence Helpline	0808 2000 247 (24/7)
National LGBT+ Domestic Abuse Helpline	0800 999 5428
Men's Advice Line	0808 801 0327
Karma Nirvana (honour-based violence)	0800 5999
MOSAC (non-abusing parents)	0800 980 1958
NAPAC (abuse in childhood)	0808 801 0331
Family Lives	0808 800 2222
Rape Crisis England and Wales	info@rapecrisis.co.uk rapecrisis.co.uk
Victim Support	0808 168 9111 victimsupport.com
Stop Hate UK (24-hour)	0800 138 1625
CALM	0800 58 58 58 (5pm–midnight)
Hub of Hope	hubofhope.co.uk
National Association for Children of Alcoholics	0800 358 3456
Suzy Lamplugh Trust (personal safety)	020 8392 1839 suzylamplugh.org
Women's Aid	womensaid.org.uk
NHS	111 Emergency: 999

Appendix B: Governance — Terms of Reference (Summary)

Concern Management Group (CMG)

Membership: DSL, Deputy DSL, HR/Operations Lead, independent safeguarding specialist (Chair), and co-opted members as required. Quorum: three members. Meetings held as required, face-to-face or by video conference. All meetings minuted.

Purpose: To provide independent advice and guidance in relation to safeguarding concerns and cases, and to support the Safeguarding Leads in carrying out their responsibilities. Specific duties include:

- Providing independent opinion to assist decision-making.
- Assessing and agreeing on immediate responses to concerns (triage).
- Identifying the appropriate route for each case (internal/disciplinary action, referral to statutory agencies, or both).
- Deciding on the course of action for all adverse DBS disclosures.
- Agreeing to temporary or permanent suspensions on behalf of Fight for Peace.
- Monitoring and reviewing progress on all cases and identifying trends requiring policy or procedure review.
- Communicating learning to the Safeguarding Steering Group, Senior Leadership and CEO.

The CMG will not replace the role of statutory agencies, remove Fight for Peace's governance responsibilities, or make sole decisions — in the event of dispute, the CMG Chair decides.

Safeguarding Steering Group (SSG)

Membership: DSL, Deputy DSL, key members of the Academy delivery team, HR/Operations Lead. Quorum: three members. Meetings held every two months, with minutes shared with the Executive.

Purpose: To develop, monitor and review Fight for Peace's approach and plans for safeguarding children, young people and adults. Key responsibilities include:

- Developing and monitoring the Safeguarding Implementation and Action Plan.
- Ensuring all safeguarding-related policies and procedures are in place, accessible and implemented.
- Overseeing the safeguarding training strategy.
- Advising on the child and adult welfare implications of any organisational projects.
- Considering feedback from young people, including via Youth Power and the Safeguarding Trustee, as part of its policy review cycle.
- Championing safeguarding awareness with staff and young people.

The SSG will not discuss individual safeguarding cases (these are for the CMG or Cause for Concern processes) and reports to the Executive on a monthly basis.

Appendix C: Safeguarding Referral Form (Internal Use Only)

Complete this form as soon as practicable — ideally within 24 hours of the concern arising. Obtain as much detail as possible. Record facts, observations and direct quotes. Distinguish clearly between fact, opinion and hearsay. Submit to the DSL without delay. Do not omit anything.

This form is for internal use only and must be stored securely with restricted access.

Section 1: Staff Member Completing This Form

Field	Details
Name	
Role	

Email	
Contact Number	
Date of Concern	
Date Form Completed	
Witness Name and Role (if applicable)	

Section 2: The Child or Young Person

Field	Details
Full Name	
Date of Birth / Age	
Address	
Gender Identity	
First Language	
Any Disability or Additional Need	

Section 3: Parental Responsibility (if under 18)

Field	Details
Name(s) and Relationship	
Contact Number(s)	

Section 4: Other Significant Household Members

Field	Details
Name / Relationship / Age	

Section 5: Services Currently Involved with the Young Person or Family

Field	Details
Name / Agency / Contact	

Section 6: Nature of the Concern

Please indicate the category of concern (tick all that apply): Physical abuse | Emotional abuse | Sexual abuse | Neglect | Peer-on-peer abuse | Online harm / image-based abuse | CCE / county lines | CSE | Radicalisation | Domestic abuse | FGM | Forced marriage / HBV | Modern slavery | Financial abuse | Discriminatory abuse | Self-harm / self-neglect | Other (specify)

Describe your concern in full. Include what you observed, what was said (using the person's own words wherever possible), the circumstances, and any relevant contextual information. Has the young person's consent to share been sought? If so, what was their response?

Signature: _____ Date: _____

For DSL use: Date received _____ Action taken _____

Appendix D: Mental Capacity – Summary Guidance

The Mental Capacity Act 2005 (MCA) applies to all individuals aged 16 and over. The starting principle is that everyone has capacity unless it is established otherwise. The five key principles are:

1. Assume a person has capacity unless it has been established otherwise.
2. Take all practicable steps to support a person to make their own decision before concluding they lack capacity.
3. A person has the right to make an unwise decision. This does not of itself indicate a lack of capacity.
4. If a decision must be made for someone who lacks capacity, it must be made in their best interests.
5. Any action taken must be the least restrictive option.

Capacity is decision-specific and can fluctuate. A person may have capacity at one time and not at another. Factors such as learning disability, dementia, mental health needs, acquired brain injury, physical ill health, coercion or the effects of medication can all affect capacity at any given time.

Where a safeguarding concern involves a young person aged 16 or over who may lack capacity, this must be discussed with the DSL and a referral made to the Local Authority for a formal mental capacity assessment if required.

Appendix E: Champions Code – Staff Declaration

The full Champions Code (Fight for Peace Code of Conduct) is held in the Staff Handbook. All staff must read and sign the declaration below as part of their induction. The Champions Code must be revisited in supervisions and appraisals.

The Champions Code guides our work, helps us live our values and have the greatest impact on our young people. It covers Our Commitment (what we commit to as staff) and Our Principles (values in action). Both parts are in the Staff Handbook.

Declaration:

I have read and understood the Fight for Peace Safeguarding Children and Young People Policy and the Champions Code Commitment, and I agree to uphold Fight for Peace's standards through my behaviour and conduct at work.

Name: _____ Role: _____

Signature: _____ Date: _____

Appendix F. Document Sign-Off

Field	Detail
Prepared by	Jamie Lowe, Head of Academy
Reviewed by	The Executive Team and Safeguarding Steering Group
Approved by	Board of Trustees
Date of Approval	30th July 2026
Signature (Chair)	Lisa Ronson