



Covid- 19: Safeguarding and Child Protection Annex.

(To be read & used in conjunction with InUnity's Safeguarding Policy)

Policy adapted /adopted from:	Worcestershire Children First / Sport England / D of E / NYA
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Since lockdown began on 23rd March 2020, InUnity had to stop all face-to-face delivery of its programmes and adapt its services quickly to continue to meet the needs of our participants.

Covid-19 has already and will continue to impact on the lives of our children and young people. We have a duty of care to ensure that we continue to safeguard and protect our children and young people and be more aware than ever of the increased risks associated to Covid-19.

InUnity has completed additional risk assessments regarding Covid-19, these should be read in conjunction with this policy annex.

This addendum of the InUnity Safeguarding and Child Protection policy contains details of our individual safeguarding arrangements in the following areas:

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Key Contacts:

Role	Name	Email
Designated Safeguarding Lead	Hannah Brooman	hannah@inunityuk.org
Chair InUnity Board	Louise Mills	louise@inunityuk.org

Vulnerable children

Vulnerable children include those who have a social worker and those children and young people up to the age of 25 with Education, Health and Care (EHC) plans. Those who have a social worker include children who have a Child Protection Plan and those who are looked after by the Local Authority. A child may also be deemed to be vulnerable if they have been assessed as being in need or otherwise meet the definition in section 17 of the Children Act 1989.

InUnity is not informed if a child attending our sessions is deemed as vulnerable unless they have been formally referred onto one of our programmes and this is disclosed as part of the referral process.

All programme workers know who our most vulnerable participants are. InUnity will continue to work with and to help protect vulnerable children. This includes working with all relevant agencies and partners.

There is an expectation that vulnerable children who have a social worker will attend an education setting, so long as they do not have underlying health conditions that put them at risk. However, we are aware that this will not necessarily happen in practice and parents / guardians cannot be forced to send their child to school. InUnity must therefore be aware and support our most vulnerable children and young people through close monitoring.

Designated Safeguarding Lead/ Deputy Safeguarding Lead

Due to home-working, all staff will not be available on site or across any outreach locations. The DSL (or Chair) will be available to be contacted via phone or online video when working from home.

It is important that staff have access to a trained DSL (or deputy). Staff have been provided with all contact numbers for the DSL (or deputy).

The DSL (or deputy) will continue to engage with all relevant agencies, and attend any multi-agency meetings, which can be done remotely.

Reporting a concern

Where staff have a concern about a child, they should continue to follow the process outlined in our Safeguarding Policy, this includes completing an incident form and notifying the DSL (or deputy) immediately.

Staff are reminded of the need to report any concern immediately and without delay.

If there is a requirement to make a notification to the DSL whilst away from work, this should be done verbally and followed up with an email to the Head Teacher.

Concerns around the DSL (who is the CEO) should be directed to the Chair of InUnity – Louise Mills.

Safeguarding Training and induction

DSL training is very unlikely to take place in person whilst there remains a threat of the COVID-19 virus. However, training is being offered through the NSPCC remotely (2-3-day training). The CEO is currently waiting for training dates.

For the period COVID-19 measures are in place, a DSL (or deputy) who has been trained will continue to be classed as a trained DSL (or deputy) even if they miss their refresher training.

All existing InUnity staff and our delivery partners have had safeguarding training through the NSPCC. The DSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child.

Where new staff are recruited, or new volunteers start with InUnity, they will continue to be provided with a safeguarding induction.

If delivery partners /organisations are commissioned to support InUnity's delivery we will accept portability if the current employer confirms in writing that: -

- the individual has been subject to an enhanced DBS and children's barred list Check and we have the date the check was performed.
- there are no known concerns about the individual's suitability to work with children
- there is no ongoing disciplinary investigation relating to that individual

Upon arrival for day one of work, they will be given a copy of our child protection policy, confirmation of local processes and confirmation of safeguarding arrangements.

Safer recruitment/volunteers and movement of staff

It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children.

In response to COVID-19, the Disclosure and Barring Service (DBS) has made changes to its guidance on standard and enhanced DBS ID checking to minimise the need for face-to-face contact.

During the Covid-19 pandemic, InUnity will restrict the number of volunteers supporting our work to non-contact roles only. Full risk assessments will be completed, as necessary.

InUnity will continue to follow the legal duty to refer to the DBS anyone who has harmed or poses a risk of harm to a child or vulnerable adult.

To reduce the risk of the spread of the virus, InUnity will attempt to use the same staff on the same programmes and participants will be placed into small bubbles. InUnity will work with its delivery partners to ensure that any new coaches or youth workers moved onto or from other programmes are cleared to do so from a safeguarding view, qualified to do so and medically fit to do so.

Children / Young People and online safety

It is important that all staff who interact with children, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as InUnity's Safeguarding Policy and where appropriate referrals should still be made to children's social care and as required, the police.

Any workshops or programmes we deliver online should follow the same principles as our face-to-face work which include lesson planning.

InUnity will ensure any use of online learning tools and systems is in line with privacy and data protection/GDPR requirements.

Below are some things to consider when delivering virtual programmes, especially where webcams are involved:

- No 1:1s, groups only
- Staff and children must wear suitable clothing, as should anyone else in the household.
- Any computers used should be in appropriate areas, for example, not in bedrooms: and the background should be blurred.
- The live class should be recorded so that if any issues were to arise, the video can be reviewed.
- Live classes should be kept to a reasonable length of time and delivered at appropriate times of the day, or the streaming may prevent the family 'getting on' with their day.
- Language must be professional and appropriate, including any family members in the background.
- Staff should record, the length, time, date, and attendance of any sessions held.

Peer on Peer Abuse

We recognise that during the closure a revised process may be required for managing any report of such abuse and supporting victims.

InUnity will listen and work with the young person, parents/carers and any multiagency partner required to ensure the safety and security of that young person. Concerns and actions must be recorded, and appropriate referrals made.

Social Distancing

All staff, delivery partners and participants will observe the government guidelines on social distancing. Currently these are:

- Stay 2 metres (6ft) away from other people at all times if possible, or 1m + if not possible.
- Wash your hands regularly.
- A maximum of 6 people can meet outdoors (from different households) as long as social distancing.
- Try to, and actively encourage people to avoid using public transport, and aim to walk, cycle, or drive instead.

- If using public transport, you must wear a face covering, unless you are exempt for health, disability or other reasons. You should consider that wearing a face covering may inhibit communication with people who rely on lip reading, facial expressions, and clear sound.
- We will limit the sharing of equipment but if any equipment or resources are shared, we will practise strict hand hygiene.
- Prior to participants attending any InUnity session, all contact information should be provided for each child, to capture up to date medical needs and contact details and emergency phone numbers. This is to adhere to guidance to support the track and trace scheme.

.1 Personal protective equipment (PPE)

Where it is not possible to maintain a 2 metre or more distance away from an individual, disposable gloves and a disposable plastic apron are recommended and will therefore be provided by InUnity. Disposable gloves should be worn if physical contact is likely to be made with potentially contaminated areas or items.

The use of a fluid repellent surgical face mask is recommended and additional use of disposable eye protection (such as face visor or goggles) should be risk assessed when there is an anticipated risk of contamination with splashes, droplets of blood or body fluids.

Clean your hands thoroughly with soap and water or alcohol sanitiser before putting on and after taking off PPE. In all circumstances where some form of PPE is used, the safe removal of the PPE is a critical consideration to avoid self-contamination. [Guidance on putting on and taking off PPE is available](#). Use and dispose of all PPE according to the instructions and training provided by your employer or organisation.

This document may be amended at any point to reflect new government advice.