



Stars Corporate Limited

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Safeguarding

Children Policy

Effective from 1st July

2025 Review Date 1st

July 2027

Sam Bayston

Stars Corporate Limited

Policy Statement Stars Corporate Limited is fully committed to safeguarding and promoting the welfare of children and young people who engage with our education, holiday clubs, football programs, and events. We believe that safeguarding is everyone's responsibility, and we are dedicated to providing a safe, nurturing, and inclusive environment for all children.

Aims of the Policy

1. To protect children and young people who participate in our programs from harm, abuse, and neglect.
2. To ensure that all staff, volunteers, and associates understand their roles and responsibilities in safeguarding.
3. To promote a culture of vigilance and accountability.

Legal Framework

This policy is guided by the following legislation and statutory guidance:

- Children Act 1989 and 2004
- Education Act 2002
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024)
- The Prevent Duty (2015)
- Safeguarding Vulnerable Groups Act 2006

Scope of the Policy

This policy applies to:

- All employees, contractors, and volunteers of Stars Corporate Limited.
- Any individuals working on behalf of the company, including external partners.
- All activities and programs delivered by Stars Corporate Limited.

Definitions

- Safeguarding: Protecting children from maltreatment, preventing impairment of health or development, ensuring children grow up with safe and effective care, and enabling them to achieve the best outcomes.
- Child Protection: Part of safeguarding and promoting welfare. It refers to activities undertaken to protect children at risk of harm.
- Abuse: Forms of maltreatment of a child, which may include physical, emotional, sexual abuse, and neglect.

Roles and Responsibilities

Director (Designated Safeguarding Lead - DSL): Sam Bayston. Contact: info@starscorporatelttd.co.uk. 07557872407.

- Oversees the implementation of this policy.
- Ensures all staff and volunteers are trained in safeguarding.
- Acts as the primary point of contact for safeguarding concerns.
- Liaises with external agencies, such as children's social care and law enforcement, when required.
- Maintains secure and confidential safeguarding records.

All Staff and Volunteers

- Attend safeguarding training and refreshers as required.
- Understand and adhere to the safeguarding policy.
- Report any safeguarding concerns immediately to the DSL.

Safer Recruitment

Stars Corporate Limited follows a Safer Recruitment policy to ensure the suitability of all employees and volunteers. This includes:

- Enhanced DBS (Disclosure and Barring Service) checks for all individuals working with children.
- Verification of identity, qualifications, and professional references.
- Conducting in-depth interviews with safeguarding-specific questions.
- Online searches (including social media checks) will be carried out on shortlisted candidates as part of safer recruitment due diligence, in line with KCSIE (2024) guidance.
- Detailed records of all pre-appointment checks will be maintained, and safeguarding concerns identified during recruitment will be assessed appropriately.

Recognizing Abuse

All staff are trained to recognize the signs of abuse, which may include:

- Physical Abuse: Unexplained injuries, burns, or bruising.
- Emotional Abuse: Excessive criticism, rejection, or withdrawal of affection.
- Sexual Abuse: Inappropriate sexual behaviour or knowledge.
- Neglect: Persistent failure to meet a child's basic physical and emotional needs.

Equal Treatment

Stars Corporate Limited is committed to ensuring that all children are treated fairly and with respect. No child should be subjected to unfair treatment because of their gender, race, ethnicity, disability, religion, or sexual orientation. We promote an inclusive environment where diversity is valued and celebrated.

- Discrimination, harassment, or victimisation of any kind will not be tolerated.
- Staff and volunteers are trained to recognise and challenge discriminatory behaviour.
- All safeguarding decisions and practices will be made with due regard to equality and the individual needs of each child.
- Any concerns relating to discrimination or inequality will be taken seriously and addressed in line with this policy and our equality and diversity principles.

Responding to Concerns

1. Immediate Action: Listen to the child without judgment or leading questions. o Reassure the child but do not promise confidentiality. o Record the concern accurately and promptly.
2. Reporting: Report concerns immediately to the DSL (Sam Bayston). o In the absence of the DSL, escalate to the Deputy Safeguarding Lead or appropriate senior staff.
3. Referrals: The DSL will assess the concern and, if necessary, refer it to the relevant local authority children's social care team or the police.

Training and Development

- All staff and volunteers must complete safeguarding training appropriate to their role.
- Regular updates and refresher sessions will be provided to ensure compliance with statutory requirements.
- The DSL (Sam Bayston) will attend advanced safeguarding training and disseminate key updates to the team.
- Training includes regular updates on evolving risks such as those related to online activity, emerging technologies, and the use of AI.

Online Safety

Stars Corporate Limited recognizes the importance of safeguarding children in the digital environment. We:

- Promote the responsible and safe use of technology.
- Provide guidance to children on staying safe online, including awareness of potential risks involving artificial intelligence (AI), such as deepfake content or AI-generated threats.
- Implement appropriate filtering and monitoring systems during any online activity supervised by the company.
- Ensure these systems are regularly reviewed and updated by senior leaders to maintain compliance and effectiveness.

Monitoring Attendance and Absences

- Attendance is recorded at all holiday clubs, programs, and events.
- Any unexplained or concerning patterns of absence will be reviewed by the DSL to assess if there are safeguarding concerns, including potential indicators of abuse, neglect, or other risks.
- Appropriate follow-up with parents or carers will be carried out, and referrals made where necessary.

Managing Concerns and Allegations

- Staff must report any concern, including low-level concerns, about the behaviour of an adult working with children, even if it does not meet the threshold for a formal allegation.
- A “low-level concern” is any concern, no matter how small, that an adult may have acted in a way that is inconsistent with the staff code of conduct.
- All low-level concerns will be recorded and reviewed by the DSL to determine any patterns or further action required, in line with best practice outlined in KCSIE 2024.

Whistleblowing

We encourage all staff and volunteers to raise concerns about poor or unsafe practices in confidence. These concerns will be taken seriously and addressed appropriately in line with our Whistleblowing Policy.

Contact Information for External Agencies

- **Children’s Social Services:** 01202 738256
- **NSPCC Helpline:** 0808 800 5000
- **Police (Non-Emergency):** 101
- **Police Emergency 999**
- **Childline:** 0800 1111

Confidentiality and Record-Keeping

- All safeguarding concerns and referrals are recorded securely.
- Records are only accessible to authorized personnel and shared on a need-to-know basis.
- We comply with data protection legislation, including GDPR.

Policy Review This policy will be reviewed annually or sooner if there are changes in legislation or statutory guidance. The next scheduled review will take place on 1st July 2025.

Approval This policy has been reviewed and approved by:

Sam Bayston

Owner/Director, Stars Corporate Limited

Date: 01/07/2027

SBAYSTON