



Kensington Arts Child Protection and Safeguarding Policy

Child Protection and Safeguarding Policy

**Kensington Arts, Culture Division, Department of Education,
Sport and Culture**

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Next review due June 2027

Kensington Arts Contacts

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External Contacts

DESC Child Protection and Safeguarding Officer	<p>Kyra Bell Email: Kyra.BellDESC@sch.im Telephone: 686053</p>
Isle of Man Police	<p>Email: police@gov.im ** Telephone: 01624 631212</p> <p>** Although the above inbox is monitored daily it is NOT to be used for Emergency Purposes.</p>
Children and Families	<p>Email: childcarereferrals.dsc@gov.im Telephone: 686179</p>
Out of Hours	<p>Contact Police on 631212 and ask for the Duty Social Worker</p>

Contacts for children, young adults and vulnerable people

Childline	Telephone: 0800 11 11
Social Worker	Telephone: 686179
	Alternatively, send a text message to +44 7624 365298 . Please give your name and the way you would like us to contact you. This text message will only be looked at during office hours so if it is outside office hours, including at the weekend then it would be best if you contacted another person who will be able to find a way of helping you if you need some urgent help.
Out of Hours	Contact Police on 631212 and ask for the Duty Social Worker

1. INTRODUCTION

Culture Division forms part of the Isle of Man Government's Department of Education, Sport and Culture. Alongside the Villa Marina and Gaiety Theatre, Kensington Arts is integral to Culture Division's remit.

Kensington Arts ('KA', previously known as the Youth Arts Centre) is a venue run by the Culture Division, with a focus on activities for young people aged between 8 and 18 to support and develop creative expression. Adult classes are also offered.

The venue is home to the established Soundcheck, Art Tank and National Theatre Connections projects but also hosts weekly creative classes, workshops and projects in art, dance, drama and music throughout the year. The venue includes a 130-seat Theatre, a Dance Studio, Art Room, Band Practice Rooms and a Recording Studio, and can be hired for private use for creative activities, rehearsals and events.

Kensington Arts works to ensure accessibility for all in terms of the services provided, the curated programme of classes, workshops, projects and shows. It is recognised that it is the right of all individuals to feel respected and safe as they partake in the opportunities that Kensington Arts both provides and facilitates.

VillaGaiety, comprising the Villa Marina, Gaiety Theatre, Villa Marina Arcade and Villa Gardens also forms part of the Culture Division, for which there is a separate Child Protection and Safeguarding Policy, available on the [Villa Gaiety website](#).

1.1. Policy Statement

Kensington Arts is committed to safeguarding and promoting the welfare of all children and vulnerable adults, staff and others who come to use the venue or come into contact with the venue's staff and volunteers, regardless of their background, beliefs, or other personal characteristics.

The aim is to meet this commitment by creating a positive and open culture, whereby all individuals feel confident to raise and discuss concerns and to have views and wishes considered.

This will be achieved through a framework of identifying and responding to such concerns appropriately and in a respectful manner. Within this framework, all staff, including volunteers, will be made aware of the Division's policies and procedures, and their own personal duties.

There may be times when the duty to safeguard children and vulnerable adults will override the wishes of a child or parent but action needs to be taken to safeguard the child or vulnerable adult.

Definitions

Child protection refers specifically to the activity that is undertaken to protect individual children or young people who are suffering or are likely to suffer significant harm. Such concerns can occur at many levels.

Safeguarding is more than child protection and can occur across the continuum of need. Safeguarding begins with promotion and preventative activity which enables children and young people to grow up safely and securely in circumstances where their development and wellbeing is not adversely affected.

1.2 Purpose and Scope

This Policy applies to KA members, all members of staff (inc casual & PT), volunteers, customers/hirers and visitors to Kensington Arts.

The purpose of the Policy is to ensure that all relevant people are aware of their duties to safeguard and promote the welfare of children and vulnerable adults, how to be aware of risks, and how to identify and report concerns.

This policy applies to all areas of Kensington Arts including the outside garden area.

Kensington Arts frequently hosts children and vulnerable adults through the following activities and interactions at the venue:

- Creative classes and workshops
- Customers or ticketholders attending free or ticketed live performances
- Hirers, and attendees of private hires of the venues
- Participants – whether that be as performers, assisting crew members, organisers and facilitators working as part of any classes, workshops, projects, shows or events taking place in the venue
- Participants attending the venue for external Department of Education, Sport and Culture events

- Members of the public using any publicly accessible places such as the outside garden

In addition, children and vulnerable adults may also interact with Kensington staff

- Via the website, email communications and social media engagement
- At offsite events led by staff of Kensington Arts

1.3 Legislation, Policy and Guidance

Safeguarding and promoting the welfare of children is defined in the Isle of Man Safeguarding Together Guidance (found [here](#)) as:

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

The Kensington Arts Safeguarding Policy supports the following legislation and guidance:

- Section 4 of the Safeguarding Act 2018 names the Department of Education, Sport and Culture as a 'Safeguarding body', meaning that the Department and each of its *establishments* has a duty to safeguard and promote the welfare of children
- Education Act 2001;
- Children and Young Person's Act 2001;
- Equality Act 2017;
- Isle of Man Safeguarding Board's guidance and procedures.

2. ROLES & RESPONSIBILITIES

Safeguarding and child protection is everyone's responsibility and all staff working with children and young people are considered to be in a position of trust and have a duty to safeguard children.

In addition to Department of Education, Sport and Culture's overarching Safeguarding and Child Protection Policy, this Kensington Arts specific policy establishes a framework to support Kensington Arts' varying staff teams and volunteers to undertake their duties safely and appropriately with due regard for the protection of children and vulnerable adults, definitions for which are as follows:

Definition of a child: any person who is under the age of 18 (as defined within the Isle of Man Children and Young Persons Act 2001)

Definition of a Vulnerable Adult: Any person aged 18 or over who is, or may be, eligible for social care services by reason of mental or other disability, age or illness or who is unable to take care of themselves or protect themselves against harm.

2.1. The Divisional Leader and Designated Safeguarding Leads

The Divisional Leader and Designated Safeguarding Leads are responsible for putting appropriate safeguarding measures in place to ensure the proper protection of all children and vulnerable adults and contributing, as required, to inter-agency work focused on protecting and ensuring the welfare of children.

2.2. Designated Safeguarding Leads

Kensington Arts, as part of the wider Culture Division, has two Designated Safeguarding Leads (DSL) from the Culture Division Leadership Team, appointed by the Divisional Leader from a member of the senior staff. The Divisional Leader always maintains an overview of this area of work.

Culture Division has appointed Sean Kenny and Jim Rawson as DSLs and their responsibilities include:

- Advise and support staff on matters relating to child protection and safeguarding;
- Maintain and review the venue's relevant policies and procedures, in line with legal requirements, guidance and updates;
- Ensure that all members of staff have received appropriate training, have read the relevant policies and procedures, and understand their duties for safeguarding and promoting the welfare of children;
- Manage safeguarding referrals to external agencies
- Share and help to analyse information so that an assessment can be made of the child's needs and circumstances;
- Contribute to whatever actions are needed to safeguard and promote the child's welfare;
- Ensure that all staff, including themselves, receive training commensurate with their role and maintain a list of training undertaken by staff and when it occurred. **See section 3.2 for current training provision,** and
- Maintain records securely and confidentially in line with record keeping guidance. Records should be retained and subsequently destroyed in line with the Retention Schedule

2.3. Deputy DSL

Kensington Arts has two Deputy DSLs. The individual carrying out the role of Deputy DSL should have the same level of training and knowledge as the DSL with regards to child protection and safeguarding.

Should the DSL be absent, it will be the responsibility of the Deputy to carry out the necessary duties of a DSL above to ensure child protection and safeguarding practices are maintained.

The Deputy DSLs for Kensington Arts are currently Emma Goodson and Jenni Smith.

2.4. Senior Leadership Team

Members of the Culture Division Senior Leadership Team should attend Level 2 training every two years and ensure that they are aware of relevant updates with regards to safeguarding and child protection matters.

Should there be an exceptional circumstance and neither the DSL nor the Deputy can be reached, concerns may be reported to the Senior Leadership team for escalation.

2.5. All Staff

All staff are responsible for ensuring a safe environment for children and vulnerable adults and will be required to undertake level 1 or 2 safeguarding training upon induction and thereafter every two years.

For effective safeguarding to take place, it is vital that children and vulnerable adults feel safe, so Kensington Arts' policy, related procedures and guidance have been devised based on the following fundamental principles:

- **Protect children (aged under 18 years) and vulnerable adults (over 18 years)** from abuse, neglect, and exploitation while attending events or participating in activities at Kensington Arts.
- **Provide and maintain a safe environment** where all individuals feel secure, respected and valued.
- **Work to promote and maintain a culture of openness, inclusivity, and respect** where safeguarding is everyone's responsibility.
- **Make considered decisions** related to the provision of services, entertainment and experiences provided with regard to safeguarding best practices.
- **Work to ensure equality** so that all children and vulnerable adults regardless of age, disability, medical history, gender identity, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- **Support and empower** all children and vulnerable adults to participate in activities, events and experiences in a way that is respectful, positive and inclusive. And if/ as required, make reasonable adjustments to accommodate individuals with additional needs to ensure equitable access services or events.
- **Respond to and report any concerns:** whilst it is the responsibility of the Police or the Manx Care Children and Families Division to investigate and determine whether or not abuse has taken place, all staff have a responsibility to respond to and report any concerns appropriately, referring to the internal document ***Safeguarding Children and Vulnerable Adults - Guidance for all Culture Division staff***, as necessary.

2.6. Hirers, Event Organisers and external groups

- The Department requires all hirers and producers undertaking a ticketed event (shows and live performances) or a non-ticketed event in our venues whose production or participatory event includes children under the age of 18 or vulnerable adults, to have an up-to-date safeguarding policy and procedures in place for the duration of the hire period.
- The Department reserves the right to request a copy of the policy and procedures in accordance with their terms and conditions of hire
- Hirers, organisers and external groups will be provided with a copy of the Kensington Arts policy for their reference.

3. SAFER RECRUITMENT

3.1. Guidelines for the Safe Recruitment and Vetting of Staff

Kensington Arts takes great care to recruit individuals who are committed to safeguarding and promoting the welfare of children. This will be achieved by:

- Following DESC recruitment procedures and ensuring any guidance and procedures issued by the Isle of Government's Office of Human Resources (OHR). More specifically this will include:
 - All Job/ role descriptions and adverts for positions with Kensington Arts will contain references to safeguarding responsibilities
 - The Safeguarding statement and information included on all recruitment adverts is detailed below for reference:

Safeguarding

*The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. **All staff** are required to undertake training with regard to the safeguarding and welfare of children, young people and vulnerable adults and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.*

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.

- Ensuring panel members have undertaken any required training and understand their responsibilities in relation to safeguarding
- Candidates being subject to DBS checks and any other checks being made to confirm identity and right to work on the Isle of Man.

In doing this, the Office of Human Resources ("**OHR**") assist us by collecting all relevant information and perform the required pre-employment checks to verify an individual's suitability to work in a role at Kensington Arts.

3.2. Induction & Training

When a new employee joins Kensington Arts, it is of the utmost importance that they receive the appropriate training for their role and are made aware of all relevant policies and

procedures as part of their induction. This ensures that the staff fully understand their personal duties in relation to child protection and safeguarding.

Safeguarding Training is mandatory and all staff are required to undertake Child Protection training in line with the [Isle of Man Safeguarding Board Competency Framework](#) as soon as reasonably possible following their employment. This training will be delivered on a 2-year rolling programme for all staff, with more frequent or ad hoc training being arranged for those in certain positions.

Mandatory training & guidance

Who	Training / guidance	When
All staff, volunteers & hirers	Issued with 'Safeguarding Children and Vulnerable Adults Guidance' document	On induction / commencement
All permanent contract staff & casual staff	Children Safeguarding Level 1 (E-Learn Vannin , online)	On induction / commencement then every 2 years
All permanent contract staff, casual staff, duty managers. and Senior Leadership Team	Children Safeguarding Level 2 In person	On induction / commencement then every 2 years
DSLs and Deputy DSLs	Children Safeguarding Level 3 In person	On induction / commencement then every 2 years

3.3. Volunteers, Visitors & Contractors

All volunteers and contractors will be subject to checks appropriate to the work that they will be undertaking whilst in an area of Kensington Arts with due regard for their potential interactions with any children or vulnerable adults that may be using the Kensington Arts site during the time of their visit and the level of supervision required whilst carrying out their function.

For contractors arranged to attend the Kensington Arts site by the Department for Infrastructure (DOI), they have a code of conduct to which they must adhere. Additionally, maintenance, repair or corrective works should be scheduled to take place on the Kensington Arts site on a day/ time where the opportunity for interactions with children and vulnerable adults would be minimal.

All contractors attending the site should report to or request to speak to Kensington Arts' Creative Development Co-Ordinator or the Head of Soundcheck so that appropriate supervision and/ or cordoning off a work area to delineate a safe work space can be maintained/ arranged.

For visitors attending Kensington Arts, there is a visitor's book in place for areas of the buildings. Kensington Arts team members who are required to arrange site meetings with hirers etc. are required to advise in advance to sign in the visitor's book for the area of the building they are visiting. Such visitors are supervised for the duration of their meeting/ visit.

Visitors to Kensington Arts are notified about who the Designated Safeguarding Leads and their Deputies and how to report a concern by referring to the Safeguarding Policy published on the Kensington Arts website or the signage in place in the main entrance foyer.

4. GOOD PRACTICE AND STAFF CODE OF CONDUCT

Good practice includes:

- Treating all customers, events attendees and event participants with respect.
- Setting a good example by conducting ourselves appropriately. This will include online and mobile usage, and all staff must adhere to the Isle of Man Government's Acceptable Use Policy involving staff in operational and event decisions that affect them, where possible.
- Encouraging positive, respectful and safe behaviour amongst all staff and their interactions with children and vulnerable people
- Being a good listener.
- Being alert to changes in regular visitor's behaviour and to signs of abuse, neglect and exploitation.
- Reading and understanding this policy, along with any other Kensington Arts related policies – e.g. staff code of conduct, behaviour policy, guidance etc.
- Referring all concerns about a customer, visitor or event participant and welfare to the DSL (or Deputy DSL in their absence), or, if necessary, directly to police or Children and Families.
- DESC requires shows and events including and involving children under the age of 18 to have safeguarding policies and procedures in place. Kensington Arts' staff work to facilitate and ensure safe spaces during events: staff ensure dressing rooms or rooms designated as changing room spaces are managed by the hirers and their staff/ chaperones and the protocol for young people in their care for the duration of their hire is clear.

5. RECOGNISING ABUSE

Not all children or vulnerable adults will feel comfortable disclosing their concerns to members of staff, but all staff should be vigilant for changes in a child's behaviour or demeanour.

There are four categories of child abuse:

- Physical abuse;
- Sexual abuse;
- Emotional abuse;
- and Neglect.

Form of Abuse	Caused by	Potential Indicators
Physical	Hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or otherwise causing physical harm to a child,	Bruising; bite marks; burns and scalds; fractures; or behavioural issues, such as aggressive behaviour.

	including the deliberate fabrication or causation of illness in a child	Be aware of other signs, such as an explanation that is inconsistent with the injury, or several different explanations.
Sexual	<p>Involving, forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening.</p> <p>Including, penetrative or non-penetrative sexual acts, involving children in watching or taking part in pornographic material or to encourage children to behave in sexually inappropriate ways.</p>	<p>Inappropriate sexualised conduct; age-inappropriate sexualised play or conversation; or sexually harmful behaviour (contact or non-contact).</p> <p>Self-harm; eating disorders; continual, inappropriate or excessive masturbation; anxiousness or unwillingness to remove clothes (sports / P.E etc.).</p> <p>Pain or itching in genital area; blood on underclothes; or bruising in genital region and/or inner thighs etc.</p>
Emotional	<p>Persistent emotional ill-treatment of a child such as causing severe and persistent adverse effects on their emotional development, mental health, behaviour and self-esteem.</p> <p>Seeing or hearing the ill-treatment of another e.g. where there is domestic abuse.</p> <p>Causing children frequently to feel frightened or in danger.</p>	<p>Developmental delay; attachment issues; aggressive behaviour; appeasing behaviour; watchfulness or stillness; low self-esteem; withdrawn or loner; or having difficulty in forming relationships.</p> <p>Such signs may be difficult to identify as they are often behavioural rather than physical.</p> <p>Signs of emotional abuse may be associated with other forms of abuse and may indicate that other abuse is prevalent.</p>
Neglect	Persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development, such as failing to provide adequate food; shelter; clothing; or neglect of, or unresponsiveness to, a child's basic emotional needs.	<p>Constant hunger or tiredness; unsuitable clothing; be emaciated; have untreated medical problems; frequently lateness or non-attendance; low self-esteem; neurotic behaviour and/or poor social relationships; or poor personal hygiene.</p> <p>A neglected child may also be apathetic, fail to thrive, or be left with or in the care of adults who are under the influence of alcohol or drug misuse.</p>

When identifying abuse, it is not appropriate for any member of staff to undress, photograph or body map any child in an attempt to see physical injury or other signs of harm. You can use a body map to support a referral if the injury is visible or the child has shown you the injury.

Staff should familiarise themselves with the risk factors outlined in the Appendix, to help them identify potential cases of abuse.

6. RESPONDING TO ALLEGATIONS OF ABUSE

6.1. Procedures for Responding to Allegations

- Listen to what the child has to say. Do not interrupt and do not challenge what they say.
- Try to understand the issue, but do not investigate or ask leading questions – **doing so could impact any future investigation.**
- Do not lay blame on any party.
- Do not promise confidentiality and explain to the child that the information must be shared and who it will be shared with.
- Reassure the child and ensure that appropriate support is in place.
- Report the concern to the DSL or their Deputy as soon as practicable
- Use the agreed forms/platform for reporting concerns as outlined in Appendix B
- Share information on a need-to-know basis and do not discuss the matter with colleagues, friends or family.
- Make a written record of what was said as soon as practicable, using Culture Division's Logging a Concern Form – see Appendix C. This record should be factual and done using the child's own words to ensure accuracy and prevent misunderstanding. It must also include:
 - Date and time of disclosure/incident observed;
 - Place and context of disclosure concerns; and
 - Facts you need to report.

For the Kensington Arts / Culture Division procedure on raising a safeguarding concern about a child please refer to Appendix B.

6.2. Duty to Report Concerns

To effectively comply with the duty to safeguard and promote the welfare of children, staff should report concerns to the DSL or appropriate alternative, whenever they believe or suspect that a child:

- Has suffered significant harm;
- Is likely to suffer significant harm;
- Has a disability or developmental and welfare needs which are likely only to be met through provision of family support services (with agreement of the child's parent), in accordance with the Children and Young Person's Act 2001; and
- Is a Child in Need (child with complex needs) and whose development would likely be impaired without the provision of appropriate services.

The matter will then be assessed by the DSL and referred to the relevant authorities and agencies, in line Section 11 of this Policy, Communication and Information Sharing.

Referrals and assessment are to be performed in line with the NARRATES (*Needs Assessment, Robust Risk Analysis, Timely Effective Support*) framework for assessment, with risk assessment using the Dynamic Risk Assessment Tool (DRAT).

For more information, please see Chapter 3 of the Isle of Man Safeguarding Together guidance ([here](#)).

6.3. Reporting Directly to External Agencies

There may be occasions where any member of staff may be required to report and share information directly with Children and Families or the Police:

- The situation is an emergency and the DSL, their Deputy and the Head of Culture Division are all unavailable;
- The staff member is convinced that a direct report is the only way to ensure the pupil's safety;
- Where there are reasons to believe a direct referral is in the child's best interests; or
- Where child sexual abuse has occurred/is suspected, staff have a duty to notify police under section 87 of the Sexual Offences and Obscene Publications Act 2021.

6.4. Multi-Agency Referrals

A referral, in the context of child protection, is when someone contacts Children and Families Division with information to share their concerns. Referrers may also wish to request specific services for a child or may request information about a child.

Anyone who has concerns about a child's welfare should initially make a referral to the Initial Response Team (Children and Families Division) by telephone.

Staff should confirm the referral in writing using the Multi-Agency Referral Form (MARF) following the initial telephone conversation with the Initial Response Team duty social worker. The referral should include any information they have on the child and the family. The MARF can be accessed [here](#).

All urgent child protection referrals should initially be made by telephone to the social worker on 686179 and then confirmed in writing within 24 hours using this form. If it is out of hours, please phone 631212 and the Police will contact the out of hour's duty social worker. The form should then be sent to the Duty Team, Children and Families, 2nd Floor, Murray House, Mount Havelock, Douglas IM1 2SF or by email to childcarereferrals.dsc@gov.im.

6.5. Managing Allegations Against Staff Members (MASM)

For safeguarding allegations against Kensington Arts' staff, please follow the Department's Managing Allegations against Staff policy and the Safeguarding Board's Managing Allegations against a person working with Children and Vulnerable Adults policy.

6.6. Supporting Those Involved

Kensington Arts may offer parents/carers supportive intervention through a referral to the Early Help and Support service of Children and Families. A referral to Children and families at Complex Needs may also be considered and offered if appropriate.

- The DSL will make a referral to Children and Families Initial Response Team and/or the police if they believe a child or young person is suffering or likely to suffer from significant harm or is in immediate danger.
- If it is outside of Kensington Arts' hours make a referral to **Children and Families Initial Response Team** and/or the police **immediately** if you believe a child is suffering or likely to suffer from significant harm or is in immediate danger. **Anyone can make a referral.**
- The link to the Isle of Man Safeguarding information is ([here](#)).
- All urgent child protection referrals should initially be made by telephone to the Duty Desk on **01624 686179** and then confirmed in writing within 24 hours using a multi-agency referral form. If it is **out of hours**, please phone **01624 631212** and the Police will contact the out of hour's duty social worker.

7 RISKS

Kensington Arts has a number of Risk Assessments pertaining to the buildings, facilities and equipment. In addition, there are a number of safeguarding risks and considerations which have been identified as follows:

7.1 Child on child abuse

As KA frequently hosts groups of children from different schools and environments, staff should be aware that children are not only capable of bullying, but also causing abuse to other children. No matter how unlikely staff believe it to be that such an incident could occur, they should also keep an open mind and be aware that it could happen.

Child-on-child abuse may take many forms, examples of which include:

- Physical abuse;
- Bullying;
- Sexual violence, such as rape, assault by penetration and sexual assault;
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment;
- Causing someone to engage in sexual activity without consent;
- Consensual and non-consensual creation and sharing of nude or semi-nude images and/or videos;
- Abuse of intimate personal relationships between children;
- Recording intimate images
- Voyeurism

- Initiation/hazing – inducting newcomers into an organisation, club or team by subjecting them to a series of potentially humiliating, embarrassing or abusing trials which are claimed to promote a bond between members; and
- Prejudiced behaviour – behaviour that causes someone to feel powerless, worthless or excluded and which relates to prejudices around belonging, identity and equality – most commonly prejudices linked to disabilities, additional educational needs, gender and sexual identity, and ethnic, cultural and religious backgrounds.

All child-on-child abuse is unacceptable, and allegations must be handled in accordance with this policy, its related procedures, and the [Keeping Children Safe in Education 2024 guidance](https://assets.publishing.service.gov.uk/media/64f0a68ea78c5f000dc6f3b2/Keeping_Children_Safe_in_Education_2024_guidance.pdf) https://assets.publishing.service.gov.uk/media/64f0a68ea78c5f000dc6f3b2/Keeping_Children_Safe_in_Education_2024_guidance.pdf.

7.2 Serious Violence

Staff should be aware of the indicators that a child is at risk of, or is involved with, serious violent crime. Such indicators may include:

- Increased absence from school;
- A change in friendships or developing relationships with older individuals or groups;
- A significant decline in educational performance;
- Signs of self-harm; or
- New gifts/possessions – these may indicate that a child has become involved with criminal activity or has otherwise been approached by a criminal gang.

7.3 Child Criminal Exploitation (“CCE”)

CCE can include children being forced or manipulated into committing crime or threatening/committing serious violence to others.

Such exploitation can result in the victims becoming financially indebted to the perpetrators as a means of manipulation, leading to victims or their families being subject to abuse and threatening behaviour.

Children involved in criminal exploitation may carry weapons as part of the coercion, or as a means of protecting themselves. It is also common for these children to commit crimes themselves, making it difficult to recognise their vulnerability as victims.

Due to the shipment and distribution of drugs on the Island, involvement with County-Lines gangs has become an increasing concern in recent years, including their use as drug and/or money mules.

7.4 Child Sexual Exploitation (“CSE”)

CSE is a form of child sexual abuse which can occur over time or be a one-off occurrence and may occur without the child’s immediate knowledge. It may also be the case that some children do not realise they are being exploited and believe they are in a romantic relationship.

CSE can affect any child who has been coerced into engaging in sexual activities, including 16 and 17-year-olds who can legally consent to have sex.

7.5 Domestic Abuse

Children can be victims of domestic abuse by seeing, hearing or experiencing the effects of abuse at home and/or in their own intimate relationships (teenage relationship abuse). The behaviours that constitute domestic abuse are broad and include, but are not limited to:

- Psychological abuse
- Physical abuse
- Sexual abuse
- Financial abuse
- Emotional abuse

7.6 Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Extremism is vocal or active opposition to fundamental British values, such as democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces

Terrorism is defined by the Anti-Terrorism and Crime Act 2003 as the use or threat of action, where the action:

- Involves serious violence against a person;
- Involves serious damage to property;
- Endangers a person's life (other than that of the person committing the act);
- Creates a serious risk to the health or safety of the public or section of the public; or
- Is designed seriously to interfere with or seriously to disrupt with an electronic system.

Radicalisation can be difficult to identify, but with increasing use of social media platforms, there is an increased risk of children being exposed to radical groups. Signs that a child is being radicalised include:

- Isolating themselves from friends and family;
- Unwillingness or inability to discuss their views;
- Increased levels of anger;
- Talking as if from a scripted speech;
- A sudden disrespectful attitude towards others; and
- Increased secretiveness, especially around internet use.

7.7 Female Genital Mutilation ("FGM")

FGM comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

The reasons why FGM is performed vary, but may include:

- Where FGM is a social convention and there is social pressure to conform within a community;
- Where FGM is considered a necessary part of raising a girl, as a way to prepare her for adulthood and marriage; or
- Where people believe that FGM has religious support.

Section 6A of the Sexual Offences and Obscene Publications Act 2021 creates a duty for teachers to notify the police if they discover that FGM has been carried out on a woman or a girl who is aged under 18.

All staff should speak to the DSL with regard to any concerns about FGM.

More advice for DSL's is available from the Isle of Man Safeguarding Board:

https://www.proceduresonline.com/iom/sb/p_fem_gen_mutil.html

8. CONTEXTUAL SAFEGUARDING

Contextual Safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. Traditional approaches to protecting children/young people from harm have focused on the risk of violence and abuse from inside the home and don't always address the time that children/young people spend outside the home and the influence of peers on young people's development and safety.

Contextual safeguarding recognises the impact of the public/social context on young people's lives, and consequently their safety. Contextual safeguarding seeks to identify and respond to harm and abuse posed to young people outside their home, either from adults or other young people. It's an approach that looks at how interventions can change the processes and environments, to make them safer for all young people, as opposed to just focusing on an individual.

Children who have Adverse Childhood Experiences (ACEs) are considered to be more vulnerable to being exploited.

9. ONLINE SAFETY

In the context of an increasingly online and digital-oriented society, it is essential that measures are in place to safeguard children from potentially harmful and inappropriate material. When considering online safety, four key risk areas are highlighted by the '4 Cs of online safety':

- **Content** – being exposed to illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, Islamophobia, violent imagery, radicalisation and extremism.
- **Contact** – being subjected to harmful online interaction with other users, such as peer-to-peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
- **Conduct** – personal online behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying; and
- **Commerce** – risks such as online gambling, inappropriate advertising, phishing and/or financial scams.

To support appropriate online activity, Kensington Arts aims to:

- Have processes (including filtering and monitoring systems) in place to ensure the online safety staff, event attendees and visitors;
- Protect and educate the whole Kensington Arts community in its safe and responsible use of technology, including mobile phones; All public WIFI is protected by

Government Technology Services (GTS) filters to prevent access to unregulated webpages.

- Set clear guidelines for the use of mobile phones for Kensington Arts staff – referring as necessary to the Isle of Government guidance and policies regarding acceptable behaviour, anti-bullying and acceptable use/e-safety and
- Establish clear mechanisms to identify, intervene in and escalate any incidents or concerns, where appropriate.

9.1 Sharing nudes or semi-nudes

Sharing nudes or semi-nudes means the sending or posting of nude or semi-nude images, videos or live streams by young people under the age of 18 online.

The prolific use of mobile phones, social media and other online platforms, means there are many ways in which this can occur, including:

- Social media
- Gaming platforms
- Apple's AirDrop
- Text/Whatsapp/Messenger etc.

If you are made aware of an incident involving the consensual or non-sensual sharing of nudes or semi-nudes, **you must** report it to the DSL as soon as practicable.

You must not:

- View, copy, print, share, store or save the imagery yourself, or ask a pupil to share or download it (if you have already viewed the imagery by accident, you must report this to the DSL);
- Delete the imagery or ask the pupil to delete it;
- Ask the pupil(s) who are involved in the incident to disclose information regarding the imagery (this is the DSL's responsibility);
- Share information about the incident with other members of staff, the pupil(s) it involves or their, or other, parents and/or carers;
- Say or do anything to blame or shame any children or young people involved.

For further guidance on responding to incidents involving the sharing of nudes or semi-nudes, staff would refer to the UK guidance the link for which can be found by clicking [here](#).

10. COMMUNICATION WITH RELEVANT AUTHORITIES AND AGENCIES

In all situations the welfare and safety of children and young people is paramount. The decision to disclose information in an emergency or life-threatening situation will always be supported.

Data protection and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately.

When considering communication and information sharing with other authorities and agencies, decision-making is in-line with the Isle of Man Safeguarding Board's:

- [Information Sharing Protocol](#); and
- [Information sharing guidance for professionals working with children and adults at risk of abuse or neglect.](#)

11 RECORD KEEPING

Kensington Arts will follow the DESC Procedures for Safeguarding Records Guidance and establish and maintain a record system that ensures that all information is kept in an appropriate manner.

12 WHISTLEBLOWING AND RAISING CONCERNS AT WORK

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of the DSLs, Deputy DSLs and/ or their Divisional Leader. Although this can be difficult, it is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues, or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted.

Staff must always follow the Isle of Man Whistleblowing policy ([here](#)).

Isle of Man Safeguarding Board Whistleblowing guidance ([here](#)).

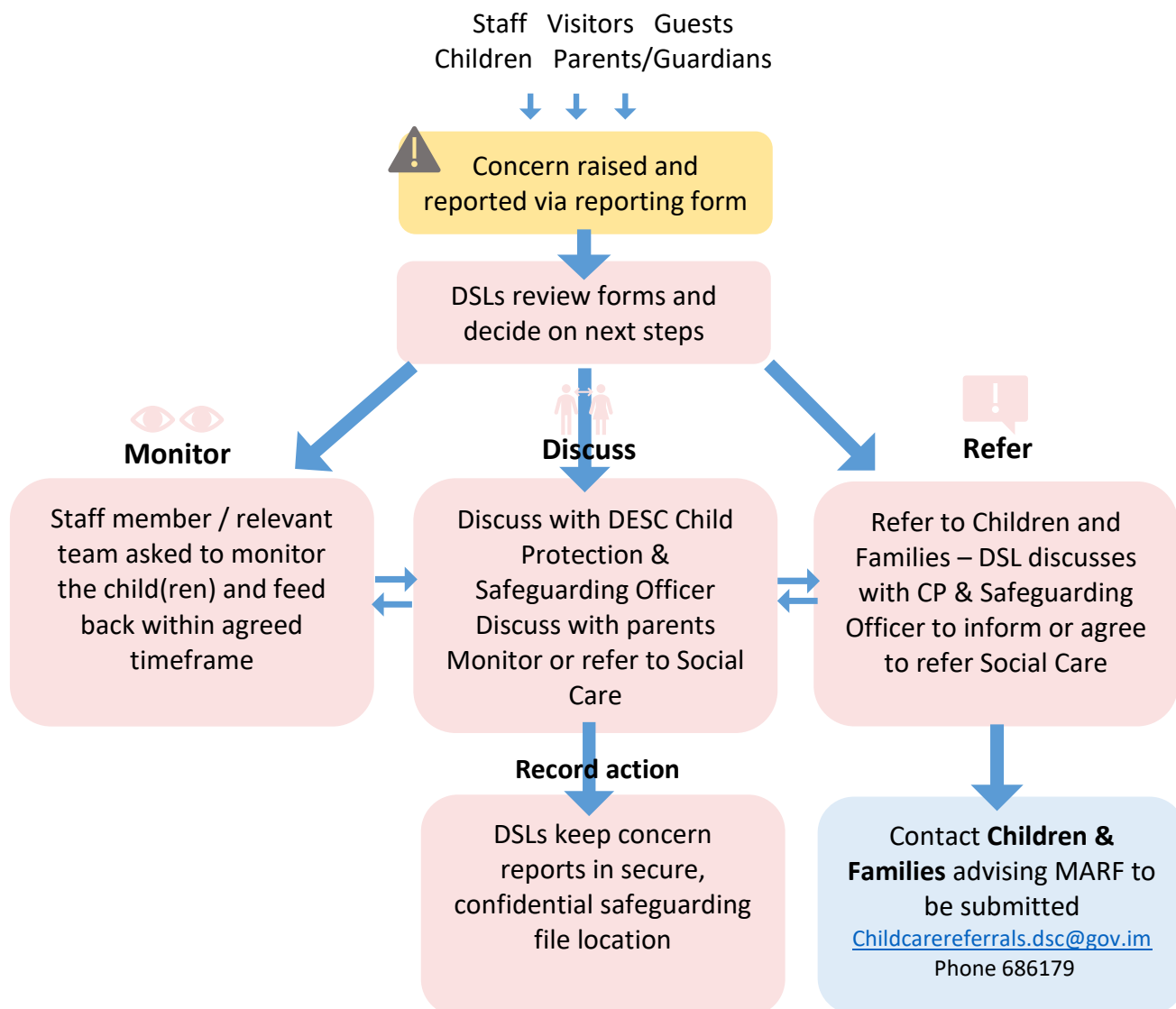
13 REVIEW AND EVALUATION

This Policy will be reviewed by the Divisional Leader and Designated Safeguarding Leads as and when required, but at least annually as a minimum requirement.

APPENDIX A– RESOURCES

Source	Content
Gov.im	Safeguarding Together Guidance
	Whistleblowing Policy
Isle of Man Safeguarding Board	Competency Framework
	Children’s Safeguarding Procedures
	Information Sharing Protocol
	Information Sharing Guidance
	Whistleblowing or Raising Concerns at Work
NSPCC	Safeguarding and child protection in schools
	Child abuse and neglect
	Safer recruitment
	Online safety
Gov.uk	Keeping Children Safe in Education 2023
	Sharing Nudes and Semi-Nudes Guidance

APPENDIX B – PROCEDURE FOR RAISING A SAFEGUARDING CONCERN ABOUT A CHILD IN A CULTURE DIVISION VENUE



DESC Child protection & safeguarding officer

Kyra Bell email kyra.bellDESC@sch.im Phone **686053**

Urgent action?

In urgent circumstances, concerns may be referred directly to Children & Families Division when time is an issue and action is clear and agreed. Phone **686179**



Appendix C – Culture Division’s Logging a Concern Form
Safeguarding Children and Vulnerable Adults
Logging a Concern Form

Name of the person of concern (if known): 	
Date:	Time:
Name of individual reporting concern (please print in BLOCK CAPITALS): 	Signature
Position: 	
Please note the reason(s) for recording this incident. Record the following factually: What are you worried about? Who? What (if recording a verbal disclosure by a child or person use their words)? Where? When (date and time of incident)? Any witnesses? 	
What is the child’s or adult’s account/perspective (if appropriate)? 	
Any other relevant information? (Previous concerns, issues etc.) 	
Offer an opinion where relevant (how and why might this have happened?) 	
Note action taken, including names of anyone to whom your information was passed and why. 	

**** Please check to make sure your report is clear now - and will also be clear to a stranger reading it at a later point in time ****

PLEASE PASS THIS FORM TO YOUR DESIGNATED SAFEGUARDING LEADS: SEAN KENNY OR JIM RAWSON