# **Hungry 2 Move CIC Safeguarding Policy**

**Document Information**

### **1. Purpose and Scope**

Hungry 2 Move CIC is a social enterprise that aims to improve young people’s body image and attitudes towards exercise. We deliver workshops, talks, and group sessions designed to support the physical, emotional and social wellbeing of children and young people.

This policy aims to:

* Protect all children and young people who engage with Hungry 2 Move’s services from harm and abuse
* Safeguard children of adult service users
* Provide staff, volunteers, freelancers, and trustees with the principles that guide our approach to safeguarding and child protection

**This policy applies to**:

* Permanent and temporary staff
* Freelancers
* Volunteers
* Interns, placements and work experience participants

### **2. Legal Framework**

This policy is informed by the following legislation and guidance:

* Children Acts 1989 and 2004
* Working Together to Safeguard Children (2023)
* Keeping Children Safe in Education (2024)
* The Care Act 2014
* The Equality Act 2010
* The Counter-Terrorism and Security Act 2015 (Prevent Duty)
* The Sexual Offences Act 2003
* The Data Protection Act 2018 / UK GDPR

Further guidance: [www.nspcc.org.uk/childprotection](https://www.nspcc.org.uk/childprotection)

### **3. Our Commitment**

We believe:

* All children and young people have the right to live free from abuse, harm, and neglect
* Their welfare is paramount in all our work
* Safeguarding is everyone’s responsibility

We commit to:

* Listening to and empowering children and young people
* Training our team to uphold safeguarding principles
* Creating inclusive, safe, and supportive environments

### **4. Recognising Harm and Abuse**

We recognise that abuse may be:

* Physical
* Emotional
* Sexual
* Neglect

We also acknowledge:

* Peer-on-peer (child-on-child) abuse
* Online abuse
* Exploitation (CSE/CCE)
* Radicalisation
* Disordered eating and body image distress (particularly relevant in body-based settings)

**Increased vulnerability may result from**:

* Disabilities
* Previous trauma
* Communication or learning needs
* Socioeconomic disadvantage
* Gender or sexual identity (e.g. LGBTQIA+)

### **5. Roles and Responsibilities**

**Designated Safeguarding Lead (DSL)** Romy Ashmore-Hills - info@hungry2move.com

**Deputy DSL** Katie Evans - bookings@hungry2move.com

The DSL and Deputy DSL will:

* Undertake safeguarding training at least every two years
* Ensure all staff are trained and confident in safeguarding processes
* Oversee safer recruitment and DBS checks
* Act as points of contact for concerns or disclosures
* Liaise with statutory agencies as needed

### **6. Safeguarding Principles and Actions**

We will:

* Maintain respectful, open, and inclusive environments
* Avoid unobserved 1:1 settings unless essential and risk-assessed
* Prohibit any romantic, sexual, or intimate relationships with children or young people
* Ensure all team members adhere to the Code of Conduct (Appendix A)
* Record and store information securely
* Share concerns with relevant external agencies
* Promote clear pathways for raising concerns
* Operate anti-bullying, whistleblowing, and complaints procedures

#### **Body Image and Disordered Eating**

Given our mission, we are highly alert to the impact of Hungry 2 Move activities on body image and self-esteem. We recognise risks including:

* Negative self-comparison
* Disordered eating behaviours
* Body dissatisfaction triggered by language or content

**We are committed to**:

* Promoting a body-positive culture
* Avoiding appearance-based comments or comparisons
* Using inclusive, ability-focused language
* Ensuring content avoids triggering responses
* Training staff to spot warning signs (see Appendix B)
* Signposting to appropriate support services
* Encouraging autonomy and choice in movement sessions

### **7. Safer Recruitment**

Our recruitment process includes:

* Role-specific job descriptions
* Enhanced DBS checks
* Reference checks
* Safeguarding-focused interviews and inductions

### **8. Training and Induction**

All team members receive:

* Safeguarding induction training
* Annual refreshers
* Hungry 2 Move’s in-house **Body Image & Awareness Training**
* Additional training on topics such as online safety, radicalisation, or peer abuse where appropriate

### **9. Responding to Concerns and Disclosures**

If a child discloses abuse or you have a safeguarding concern:

1. **Listen calmly**
2. **Do not promise confidentiality** - explain you must share concerns to protect them
3. **Report** to the DSL or Deputy DSL immediately
4. **Record** what was said, using their own words if possible

**If a child is at immediate risk, call 999.**For support, contact the **NSPCC Helpline: 0808 800 5000**

### **10. Online Safety and Social Media**

We will:

* Promote safe online behaviour
* Restrict private messaging unless essential and authorised
* Educate participants on digital safety
* Monitor and risk-assess online sessions

### **11. Photography and Filming**

We will:

* Obtain written parental/carer consent
* Clearly explain how and where images may be used
* Store media securely and delete when no longer needed

### **12. Review and Monitoring**

This policy will be reviewed:

* Annually
* After any safeguarding incident
* Following major organisational changes

**Next review due: July 2026**

### **For Safeguarding Concerns, Contact:**

* **Romy Ashmore-Hills, DSL**: info@hungry2move.com
* **Katie Evans, Deputy DSL**: bookings@hungry2move.com

## **Appendix A - Code of Conduct for Staff, Freelancers and Volunteers**

These guidelines help staff and volunteers maintain appropriate, safe, and professional relationships with children and young people.

### **Your Behaviour**

* Represent Hungry 2 Move professionally and respectfully
* Avoid personal, political, religious, or sexual discussions
* Use inclusive, affirming, and age-appropriate language
* Avoid physical contact unless child-initiated and contextually appropriate
* Never be alone with fewer than three children (unless risk-assessed)
* Do not assist with personal care unless authorised
* Report safeguarding concerns to DSLs- **do not promise confidentiality**
* Do not smoke, vape, drink alcohol, or use drugs during any activity
* Store prescribed medication safely and out of reach
* Use designated adult toilets and changing areas

### **Health and Safety**

* Report injuries to the lead facilitator and log incidents
* Never administer medication
* Know fire exits and emergency procedures
* Refuse unsafe activity due to environment or behaviour
* Avoid asking children to do heavy lifting or unsafe tasks
* Check for relevant medical needs or access requirements

### **Working in External Venues**

* Follow host rules (e.g. no gum, restricted areas)
* Ensure host staff are available for behaviour management and first aid
* Always sign in/out and introduce yourself to the host contact
* Use staff toilets and changing areas
* Leave spaces clean and report damages or concerns

### **Body Image Sensitivity Guidelines**

* Never comment on appearance, weight, or body size
* Avoid comparisons or competitive language
* Praise effort, creativity, and engagement- not physique
* Do not use exercise as punishment
* Use inclusive phrases like “move in a way that feels good for you”
* Avoid before/after stories or diet talk
* Respect body autonomy- participants may opt out of activities

## **Appendix B - Recognising Signs of Abuse**

### **B.1 Signs of Abuse in Children and Young People**

**Physical Abuse**

* Unexplained bruises, burns, or injuries
* Flinching or fearful reactions
* Self-harm or aggression
* Reluctance to remove clothing

**Emotional Abuse**

* Low self-worth or anxiety
* Withdrawn or extreme behaviour
* Delay in development or speech disorders

**Sexual Abuse**

* Age-inappropriate sexual language or behaviour
* Physical discomfort or STIs
* Sudden behavioural shifts or fear of certain adults

**Neglect**

* Persistent hunger or poor hygiene
* Inadequate clothing or shelter
* Frequent absences
* Medical needs unmet

### **B.2 Signs of Abuse in Adults at Risk**

Types of abuse include:

* Physical or sexual abuse
* Domestic abuse
* Financial exploitation
* Discriminatory or institutional abuse
* Psychological/emotional harm
* Neglect or self-neglect
* Modern slavery

More info:
 👉 [SCIE Safeguarding Adults Overview](https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse/)

**Appendix C - Safeguarding Incident Reporting Form (Confidential)**

This form should be completed as soon as possible after a concern, disclosure, or incident.

Submit directly to the Designated Safeguarding Lead (DSL) or Deputy DSL.

Do not delay reporting if you need help completing the form.

### **1. Your Details (Person Reporting the Concern)**

* **Full Name:**
* **Role (e.g. staff, volunteer):**
* **Date of report:**
* **Your contact details (email/phone):**

### **2. Details of the Child/Young Person or Adult at Risk**

* **Full Name:**
* **Date of Birth (or age):**
* **Gender / Pronouns (if known):**
* **Contact details (if known):**
* **Parent/Carer Name (if applicable):**
* **Are they currently in immediate danger?** ☐ Yes  ☐ No
 If yes, **call 999 immediately** and then inform the DSL.

### **3. Type of Concern (tick all that apply)**

☐ Disclosure by child/young person
 ☐ You observed or witnessed concerning behaviour
 ☐ Third-party report (another child, parent, staff member)
 ☐ Physical signs or indicators
 ☐ Concerns around body image / disordered eating
 ☐ Online / digital incident
 ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### **4. Details of the Incident or Concern**

Describe what was said, observed or disclosed. Use the individual’s own words where possible. Be factual and avoid assumptions or opinions.

**Date/time of incident or concern:** **Location:** **Describe what happened:** *(Continue on a separate page if needed)*

### **5. Action Taken**

☐ Referred to DSL  ☐ Referred to Deputy DSL
 ☐ Contacted emergency services
 ☐ Spoken to the child/young person again
 ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Name of person(s) the report was shared with:** **Date/time shared:**

### **6. Signature**

I confirm that the information provided is accurate and factual to the best of my knowledge.

**Signature of person reporting:** **Date:**

### **For Use by DSL / Deputy DSL Only**

* **Date received:**
* **Initial actions taken:**
* **External referrals made (e.g. MASH, Police, NSPCC):**
* **Name of person making referral (if applicable):**
* **Follow-up actions required:**
* **Final outcome (if known):**

**DSL/Deputy DSL Signature:** **Date:**

**Form stored securely in line with GDPR:** ☐ Yes