



JAM Activity Camps | 2026-27

Policy owner	JAM Activity Camps
Designated Safeguarding Lead (DSL)	Antonia Douglas
Deputy Designated Safeguarding Leads (DDSLs)	Jenene Morgan, Michael Barling, Saddam Harris and Lynn Campbell
Effective from	30 September 2026
Next review	September 2027, or sooner if guidance or legislation changes

This policy has been updated for 2026-27 with reference to Keeping Children Safe in Education 2026, Working Together to Safeguard Children 2026, the September 2026 information-sharing duty guidance, and the change to regulated activity with children from 1 September 2026.

1. Policy Statement

JAM Activity Camps acknowledges its duty of care to safeguard and promote the welfare of children. We are committed to creating a safe, inclusive and child-centred environment and to responding promptly to any concern about a child's welfare.

JAM Activity Camps is not a school or college; however, its safeguarding practice is aligned, where relevant, with current national education safeguarding guidance and with statutory multi-agency safeguarding guidance applicable to organisations working with children.

2. Principles

The welfare and best interests of children are paramount.

All children, regardless of background or identity, must have a safe, positive and enjoyable experience at JAM Activity Camps.

Children should be listened to, taken seriously and supported to express concerns.

Safeguarding is everyone's responsibility.

Staff must recognise that disabled children, children with additional needs and children experiencing discrimination or disadvantage may face additional barriers to disclosure and support.

JAM will promote an inclusive, anti-discriminatory culture and challenge racism and discrimination.

Concerns must be acted upon promptly; staff must never investigate suspected abuse themselves.



3. Who We Are

JAM Activity Camps delivers inclusive sports, physical activity, enrichment and holiday provision for children. Activities may include off-site visits and trips. Safeguarding arrangements apply to all staff, coaches, volunteers, contractors and activities delivered in JAM's name.

4. Operational Responsibilities

JAM Activity Camps will:

- prioritise children's safety, welfare and wellbeing;
- ensure staff understand their safeguarding responsibilities and reporting routes;
- provide safeguarding induction and regular updates;
- maintain accurate, secure and confidential safeguarding records;
- use safer recruitment procedures, including appropriate identity, reference, qualification and DBS checks;
- review the eligibility of paid and volunteer roles for Enhanced DBS and Children's Barred List checks;
- ensure safeguarding arrangements are considered for trips, off-site activities and external providers;
- respond appropriately to allegations, low-level concerns and concerns about staff or volunteers;
- work with parents, schools, local authorities, police and other agencies where necessary;
- review this policy at least annually and sooner when legislation or guidance changes.

5. Safeguarding Leadership

5.1 Designated Safeguarding Lead and Deputies

Designated Safeguarding Lead (DSL): Antonia Douglas

Deputy Designated Safeguarding Leads (DDSLs): Jenene Morgan, Michael Barling, Saddam Harris and Lynn Campbell

The DSL has lead responsibility for safeguarding and child protection. DDSLs are trained to act when the DSL is unavailable and support safeguarding practice across JAM Activity Camps.

receive and act on safeguarding concerns and disclosures; make or support referrals to statutory agencies where required; maintain safeguarding records and ensure appropriate information sharing; liaise with parents/carers, schools, local authorities, LADO and police where appropriate; support staff following safeguarding incidents; coordinate safeguarding training and updates; ensure the child's voice remains central to decision-making.



5.2 Responsibilities of All Staff

Remain alert to indicators of abuse, neglect, exploitation and other safeguarding risks; maintain professional boundaries and follow the Staff Code of Conduct; listen carefully to children and take disclosures seriously; report safeguarding concerns immediately to the DSL or a DDSL; record facts accurately, using the child's own words where possible; never promise confidentiality and never investigate a safeguarding concern themselves; act directly with statutory services or police if necessary to protect a child where safeguarding leadership is unavailable.

6. Safer Recruitment, DBS and Volunteers

JAM will assess each role to determine the appropriate level of safeguarding checks. From 1 September 2026, the supervision exemption from the definition of regulated activity with children was removed. Teaching, training, instructing, caring for or supervising children may therefore be regulated activity even where the individual is supervised, when the frequency or overnight conditions are met.

Roles that constitute regulated activity will be assessed for eligibility for an Enhanced DBS check with Children's Barred List information.

A barred person must not be permitted to undertake regulated activity with children.

Volunteer and paid roles must be reviewed if the nature or frequency of the role changes.

Under-18 volunteers must be appropriately supervised by an adult and must not be given sole responsibility for children.

Occasional volunteers will be risk assessed and supervised in accordance with the nature of the activity and current DBS eligibility rules.

7. Children Leaving or Walking Home Independently

Children aged 10 or over may leave independently only where JAM has received clear written permission from a parent/carers and a manager or Director has verified that permission. JAM may decline independent collection arrangements where there is a safeguarding concern.

8. Recognising Abuse, Neglect and Exploitation

Staff must understand the four categories of abuse:

Physical abuse

Emotional abuse

Sexual abuse

Neglect

Staff must also remain alert to wider safeguarding concerns, including child-on-child abuse, bullying and cyberbullying, sexual harassment and sexual violence, online abuse, exploitation, domestic abuse, coercive control, discrimination, racism and other forms of harm.



Possible indicators may include unexplained injuries, sudden behavioural change, fearfulness, sexualised behaviour that is not developmentally appropriate, poor hygiene or nutrition, withdrawal, distress, changes in attendance or engagement, or a child communicating that something is wrong. Indicators do not prove abuse; concerns must be reported and considered in context.

9. Additional Safeguarding Contexts

9.1 Race, Racism and Discrimination

JAM will challenge racism and discriminatory behaviour. Staff must recognise the impact that racism and discrimination can have on children's safety, wellbeing, trust and willingness to seek help.

9.2 Child-on-Child Abuse and Bullying

Abuse can occur between children and must not be dismissed as banter or an inevitable part of growing up. Concerns may include physical, verbal, emotional or online bullying, sexual harassment, sexual violence, coercion or harmful behaviour.

9.3 Disabled Children and Children with Additional Needs

Disabled children and children with communication or additional needs may experience additional vulnerabilities or barriers to disclosure. Staff must make reasonable adjustments to communication and ensure dignity, inclusion and appropriate support.

9.4 Online Safety

Online safeguarding risks may include harmful or inappropriate content, contact, conduct and commerce, as well as misinformation, disinformation, conspiracy content and risks associated with generative AI. JAM will consider online safety where technology or online communication is used as part of provision.

9.5 Position of Trust and Professional Boundaries

Staff and volunteers must maintain appropriate professional boundaries at all times. Sexual or inappropriate relationships with children are prohibited. Any concern about boundary breaches must be reported immediately.

9.6 Trips and Off-Site Activities

Safeguarding arrangements remain in force during trips and off-site activities. Risk assessments, staffing, supervision, emergency contacts, medical information, collection arrangements and the needs of individual children must be considered before departure.



10. Responding to a Disclosure or Concern

If a child discloses abuse or a member of staff has a safeguarding concern, the member of staff should:

remain calm and listen; take the child seriously and avoid expressing shock or disbelief; not ask leading questions or press the child for unnecessary detail; not promise to keep the information secret; reassure the child that they were right to speak to an adult; report the concern immediately to the DSL or a DDSL; make a factual written record as soon as possible, including the child's own words where relevant.

Safeguarding action must not be delayed while waiting for paperwork to be completed. JAM's incident/safeguarding record should be completed as soon as practicable and normally within 24 hours, but an urgent referral or protective action must happen immediately.

11. Referrals and Escalation

Where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, the DSL/DDSL should contact Children's Social Care without delay. If a child is in immediate danger, call 999.

Where the DSL or DDSL is unavailable, this must not prevent a member of staff from contacting Children's Social Care or the police directly. The DSL should be informed as soon as possible afterwards.

Parents/carers should normally be informed and involved, unless doing so may place the child at increased risk, prejudice an investigation, or is otherwise contrary to safeguarding advice.

12. Allegations and Low-Level Concerns About Staff or Volunteers

Any allegation, safeguarding concern or low-level concern about the behaviour of a member of staff, coach, volunteer, contractor or safeguarding lead must be reported promptly to a senior person who is not the subject of the concern.

Concerns that may meet the harm threshold must be considered for referral to the Local Authority Designated Officer (LADO).

Low-level concerns should be recorded and reviewed to identify patterns or emerging risks.

Staff must not investigate allegations themselves.

Where the concern involves the DSL, it must be reported to a Director/DDSL who is not implicated and external safeguarding advice should be sought as appropriate. Whistleblowing routes must remain available where a member of staff does not feel able to raise a concern through normal management channels.

13. Information Sharing and Confidentiality

Safeguarding information will be handled securely and shared only where there is a lawful and safeguarding reason to do so. The safety and welfare of the child is the primary consideration.



Relevant information should be shared in a timely way with people and agencies who need it to safeguard a child.

Consent should be considered where appropriate, but lack of consent must not prevent information sharing where there is a lawful basis and safeguarding requires it.

Information shared should be necessary, proportionate, relevant, accurate, timely and secure.

The reason for sharing, or for deciding not to share, should be recorded.

From 30 September 2026, JAM will have regard to the statutory information-sharing duty guidance applicable to organisations and practitioners providing safeguarding and welfare services.

14. Training and Induction

All staff and volunteers will receive safeguarding information appropriate to their role at induction and regular updates thereafter. DSLs and DDSLs will maintain appropriate safeguarding training and keep up to date with changes to national and local safeguarding arrangements.

15. Monitoring and Review

This policy will be reviewed at least annually and whenever significant legislation, statutory guidance, local safeguarding arrangements or JAM's operational arrangements change. Safeguarding incidents, staff feedback and lessons learned will inform review.

16. Key Safeguarding Contacts

Contact	Details	When to use
DSL	Antonia Douglas	First point of contact for JAM safeguarding concerns
DDSLs	Jenene Morgan; Michael Barling; Saddam Harris; Lynn Campbell	When DSL is unavailable or to support safeguarding action
Redbridge Children's Services	020 8708 3885	Safeguarding/referral support, Monday-Friday 9am-5pm
Redbridge Out-of-Hours Child Protection	020 8708 5897	Urgent child protection concerns outside office hours
Redbridge LADO	020 8708 5350	Allegations/concerns about adults working with children
Police	999 emergency 101 non-emergency	Immediate danger or police assistance



17. Key Guidance and Legal Framework

Children Act 1989 and Children Act 2004

Working Together to Safeguard Children 2026

Keeping Children Safe in Education 2026 (used by JAM as relevant safeguarding good-practice guidance)

Information Sharing to Safeguard Children and Young People - statutory guidance, updated September 2026

Crime and Policing Act 2026 changes to regulated activity with children, effective 1 September 2026

UK GDPR and Data Protection Act 2018

Relevant local Redbridge safeguarding procedures and multi-agency arrangements