Child Protection and Safeguarding Policy & Procedures

1.0 Policy Statement

The Red Hen Project fully recognises its responsibility to have arrangements to safeguard and promote the welfare of children. We will follow and respect the Safeguarding policies and procedures of the schools and other partners we work with.

Through their day-to-day contact with children and direct work with families, staff at the charity have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to Social Care via the Cambridgeshire Referral Centre / Multi-Agency Safety Hub (MASH) (Designated Person for Child Protection to refer), and/or via the Designated Person for each school, if applicable.

This policy sets out how the Red Hen Project discharges its responsibilities relating to safeguarding and promoting the welfare of children who are working with the charity. Our policy applies to all staff and volunteers, paid and unpaid, working or volunteering at the charity, including Trustees.

Every Employee, Trustee or Volunteer has a duty to (must) refer Safeguarding concerns using the proper channels; this duty is placed on the individual, not the organisation.

This policy is consistent with the full Safeguarding policies of the schools it works with, and it is consistent with the Cambridgeshire & Peterborough Safeguarding Children Partnership Board (CPSCPB) procedures.

2.0 Links to other policies

Guidance for Conduct for Employees and Volunteers when Working with Children & Families
Mobile Phone, E-Safety and Acceptable Use
Health and Safety
Complaints
Personal Safety and Lone Working
Safer Recruitment
Safeguarding Adults at Risk

3.0 Legal Framework/Relevant Documents

Care Act 2014
Children and Social Work Act 2017
What to do if you're worried a child is being abused: Advice for practitioners (March 2015)
Keeping Children Safe in Education: Statutory guidance for schools and colleges(September 2024
Working Together to Safeguard Children (December 2023)
Data Protection Act 2018 and the General Data Protection Regulation 2018 (GDPR)
Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (May 2024)
Prevent Duty Guidance: For England and Wales (March 2024)

4.0 Introduction

There are four main elements to our policy:

5.0 **Prevention** through the pastoral support offered to children and the creation and maintenance of a protective ethos

6.0 **Procedures** for identifying and reporting cases, or suspected cases, of abuse. The definitions of the four categories of abuse are attached (see Appendix A)

7.0 **Supporting Vulnerable Children** those who may have been abused, exploited or witnessed violence towards others

8.0 **Preventing Unsuitable People Working with Children** through safer recruitment policies

5.0 Prevention

5.1 We recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

5.2 The Red Hen Project will, therefore:

5.2.1 establish and maintain an environment where children feel safe in both the real and the virtual world and are encouraged to talk and are listened to

5.2.2 ensure children know that there are adults whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate

5.2.3 include activities and opportunities which equip children with the skills they need to stay safer from abuse both in the real and the virtual world and information about who to turn to for help

5.2.4 ensure that we build up children's self-esteem and confidence, and encourage and reinforce independent thinking, and decision-making based on their own judgements

5.2.5 include material which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills

6.0 Procedures

6.1 Procedure

We follow the procedures set out in the Cambridgeshire and Peterborough Safeguarding Children Partnership Board Multi-Agency Policies, Procedures, Protocols and Guidance. A copy of these procedures can be found on the CPSCPB website http://www.safeguardingcambspeterborough.org.uk/children-board/

We will respect the procedures of the referral partners we work with.

Designated Safeguarding & Child Protection Lead is Rachel Bennett (HSD)
Deputy Designated Safeguarding Lead is Sarah Crick (CEO)
The designated Safeguarding Cover is Sophie Evans (Trustee)

6.2 Training

The Red Hen Project will;

6.2.1 ensure there is a designated senior person who undertakes the Designated Safeguarding Lead (DSL) role. This person has lead responsibility for child protection in the charity and has undertaken, as a minimum, the two-day child protection training course run by The Education Child Protection Service. The individual will have a copy of the Designated Person Information Booklet which contains all relevant guidance and advice to support to carry out their role effectively

6.2.2 ensure that this training is updated every two years in accordance with government guidance.

6.2.3 recognise the importance of the role of the designated person/s and ensure they have the time, training and support necessary to undertake their duties which include, providing advice and support to staff, taking part in inter-agency meetings and contributing to the assessment of children in need

6.2.4 ensure all staff and volunteers, including Trustees know who the designated members of staff are and the procedures for passing on concerns from the point of induction **(Logging concern form attached to this policy Appendix C**)

6.2.5 ensure all staff and volunteers, including Trustees know what the contingency arrangements are for when the designated members of staff are not available. **(Defer to the DSL for the relevant school, or if not available, contact the Multi-Agency Safeguarding Hub (MASH) on 0345 045 5203)**

6.2.6 ensure that the designated members of staff take advice from a child protection specialist when managing complex cases. (see Useful Contacts, Appendix B)

6.2.7 ensure every member of staff, trustee and volunteer knows:

- the name of the Designated Safeguarding Lead and their rolehow to identify the signs of abuse,neglect and exploitation, understanding that children can be at risk of harm inside and outside of the home, inside and outside of school, and online
- how to pass on and record concerns about a child
- that they have an individual responsibility to be alert to the signs and indicators of abuse and to refer child protection concerns to the Designated Person/s
- that they have a responsibility to provide a safe environment for children
- where to find the Cambridgeshire and Peterborough Safeguarding Children Partnership Board inter-agency policies, procedures, protocols and guidance

6.2.9 provide Child Protection training for **all** staff from the point of their induction which is updated regularly, every three years at a minimum, so that they are confident about:

- the charity's legislative responsibility
- their personal responsibility
- the charity's policies and procedures
- the need to be alert to the signs and indicators of possible abuse, including possible child sexual exploitation, child criminal exploitation and female genital mutilation
- the need to record concerns
- how to support and respond to a child who reports abuse

6.2.10 ensure that all staff, paid and unpaid, recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies

6.2.11 ensure that parents are informed of the responsibility placed on the charity and staff in relation to child protection by setting out these duties on the charity's website (www.redhenproject.org) and in the Family Contract

6.2.12 ensure that this policy is available publicly either via the charity's website *(*www.redhenproject.org*)* or by other means.

6.3 Liaison with other agencies

The Red Hen Project will:

6.3.1 work to develop effective links with relevant services to promote the safety and welfare of all children.

6.3.2 co-operate as required, in line with Working Together to Safeguard Children, 2023, with key agencies in their enquiries regarding child protection matters including attendance and providing written reports at school link meetings, child protection conferences and core groups

6.4 Record Keeping

The Red Hen Project will:

6.4.1 keep clear, detailed, accurate, written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Children's Social Care

6.4.2 ensure all electronic records are stored on an identified, purpose-built, secure platform kept secure, separate from the main family case notes and visible only to those with permission to view them. Any concern logs recorded on other family members will be flagged

6.5 Confidentiality and information sharing

6.5.1 Child protection information will be stored and handled in line with Data Protection Act 2018 and the General Data Protection Regulation 2018 (GDPR) principles. The Data Protection Act does not prevent staff from sharing information with relevant agencies, where that information may help to protect a child. Fears about sharing information **must not be allowed** to stand in the way of the need to promote the welfare, and protect the safety, of children and/ or adults, which must always be the paramount concern.

6.5.2 If any member of staff receives a request from a child or parents to see child protection records, they will refer the request to the Designated Safeguarding Lead who will take advice from the CPSCPB.

The Red Hen Project will:

6.5.3 ensure confidentiality protocols are adhered to and information is shared appropriately. If in any doubt about confidentiality, staff will seek advice from a senior manager, the DSL, or Children's Social Care as required.

6.5.4 ensure that the Designated Safeguarding Lead (as 6.5.2) will only disclose any information about a child to other members of staff on a 'need to know' basis, including domestic abuse notifications – considering what is necessary, proportionate and relevant.

6.5.5 make all staff aware that they have a professional responsibility to share information with other agencies in order to safeguard children. (as set out in 'Information Sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers, DFE, May 2024)

6.5.6 ensure staff are clear with children that they cannot promise to keep secrets.

6.6 Communication with Parents/Carers

The Red Hen Project will:

6.6.1 ensure that parents/carers are informed of the responsibility placed on the charity and staff in relation to child protection by setting out its duties in the Family Contract and on the charity's website (www.redhenproject.org).

6.6.2 undertake appropriate discussion with parents/carers prior to the involvement of another agency, unless the circumstances preclude this action. If the Project believes that notifying parents could place the child or another person at immediate risk of harm or prejudice in the prevention or detection of a crime, the rationale must be recorded and advice sought from Social Care. Records may subsequently be disclosable to relevant partner agencies if Child Protection proceedings commence.

7.0 Supporting Vulnerable Children

7.1 The Red Hen Project recognises that abuse or witnessing violence has an adverse impact on those children which may last into adulthood without appropriate intervention and support.

7.2 School and/or involvement with the charity may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may become withdrawn.

7.3 We recognise that some vulnerable children may develop abusive behaviours and that these children may need to be referred on for appropriate support and intervention.

7.3.1 We recognise that child-on-child abuse can manifest itself in many ways. This can include: bullying (including cyberbullying, prejudice based and discriminatory bullying); physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm. The charity will ensure staff do not dismiss instances of child-on-child abuse, including sexual violence and sexual harassment as an inevitable part of growing up or 'banter'. We recognise that it is important to challenge inappropriate behaviour to prevent problematic abusive and/or violent behaviour in the future.

7.3.2 All forms of child-on-child abuse are unacceptable and will be taken seriously and staff members should follow procedures outlined in this policy when they become aware of child-on-child abuse, referring any concerns to the DSL in line with safeguarding reporting procedures

7.3.3 The Designated Safeguarding Lead will refer to the Safeguarding Children Partnership Board's Child Sexual Behaviour Assessment Tool/Cambridgeshire and Peterborough Safeguarding Partnership Board (safeguardingcambspeterborough.org.uk) Abuse Assessment Tool if there is a concern that a young person may be displaying sexually harmful behaviours, may have experienced sexual violence or sexual harassment or other forms of sexual abuse.

7.4 The Red Hen Project will support the child through

- Opportunities to encourage self-esteem and self-motivation
- An ethos that actively promotes a positive, supportive and safe environment and values the whole community
- All staff agreeing on a consistent approach in situations where a child's behaviour is concerning, which focuses on the behaviour of the child but does not damage the child's sense of self-worth. The charity will ensure that the child knows that some behaviour is unacceptable, but s/he is valued and not to be blamed for any abuse which has occurred
- Liaison with other agencies which support the child, e.g. Social Care, Child and Adolescent Mental Health Services, Cambridgeshire Sexual Behaviour Service or District Teams
- A commitment to develop productive and supportive relationships with parents/carers

7.5 Recognition that children living in a home environment where there is domestic abuse, drug or alcohol abuse or mental health issues are vulnerable and in need of support and protection; they may also be young carers

7.6 Monitoring and supporting children's welfare, keeping records and notifying Social Care in accordance with the Cambridgeshire and Peterborough Safeguarding Children Partnership Board inter-agency policies, procedures, protocols and guidance

7.7 Staff will be alert to whether children involved with the charity are at risk of exploitation in situations outside their families. These are referred to as Extra-familial Harms/Risks outside the home (ROTH)

7.8 Substance Misuse and Child Protection

The discovery that a child is misusing legal or illegal substances or reported evidence of their substance misuse is almost always sufficient in itself to initiate child protection proceeding. In the case of a young person, The Red Hen Project will consider such action in the following situations:

When there is evidence or reasonable cause:

- to believe the young person's substance misuse may cause him or her to be vulnerable to other abuse such as sexual abuse
- to believe the substance-related behaviour is a result of abuse or because of pressure or incentives from others, particularly adults
- where the misuse is suspected of being linked to parent/carer substance misuse.

7.9 Children of Substance Misusing Parents/Carers

7.9.1 Misuse of drugs and/or alcohol is strongly associated with Significant Harm to children, especially when combined with other features such as domestic violence.

7.9.2 When the Red Hen Project receives information about drug and alcohol abuse by a child's parents/carers they will follow appropriate procedures.

7.9.3 This is particularly important if the following factors are present:

- Use of the family resources to finance the parent's dependency, characterised by inadequate food, heat and clothing for the children
- Children exposed to unsuitable caregivers or visitors, e.g. customers or dealers
- The effects of alcohol leading to an inappropriate display of sexual and/or aggressive behaviour or mental health concerns
- Chaotic drug and alcohol use leading to emotional unavailability, irrational behaviour and reduced parental vigilance
- Disturbed moods as a result of withdrawal symptoms or dependency
- Unsafe storage of drugs and/or alcohol or injecting equipment
- Drugs and/or alcohol having an adverse impact on the growth and development of the unborn child

7.10 Domestic Abuse

Section 3 of the Domestic Abuse Act 2021 states that a child (under 18 years old) who sees, hears, or experiences the effects of domestic abuse and is related to the victim or the suspect is also to be regarded as a victim.

Where there is Domestic Abuse in a family, the children/young people will always be affected; the longer the violence continues, the greater the risk of significant and enduring harm, which they may carry with them into their adult life and relationships.

7.11 Other Issues

Including, but not exclusive to, online safety, child sexual exploitation (CSE) and child criminal exploitation (CCE) including county lines, preventing radicalisation. Where female genital mutilation (FMG) is known to have or be about to take place, there is a mandatory duty to report this to the police.

Similar to protecting children from other forms of harm and abuse, protecting children from the risk of extremist ideology and radicalisation is part of the charities safeguarding approach

Prevent Lead – Rachel Bennett (DSL)

The Red Hen Project refers to and monitors the most up-to-date guidance in Keeping Children Safe in Education (2024).

8.0 Preventing unsuitable people from working with children

8.1 The Red Hen Project will operate safer recruitment practices including ensuring appropriate DBS and reference checks are undertaken according to the government guidance Keeping Children Safe in Education and the Local Authority's Safer Employment Policy.

8.2 The Red Hen Project will ensure that there is always someone interviewing who has completed safer recruitment training and we can receive advice and guidance on safer recruitment procedures from trained staff from our partner schools when undertaking recruitment, as needed**.** The following members of staff have undertaken Safer Recruitment Training: Sarah Crick, Paula Carter and Rachel Bennett.

8.3 Any allegation of abuse made against a member of staff or volunteers will be reported straight away to the CEO and suitably investigated as below. In cases where the CEO is the subject of an allegation it will be reported to the Chair of Trustees. In both cases, the CEO and Chair of trustees would discuss the allegation with the Local Authority Designated Officer (LADO) on 01223 727967 or LADO@cambridgeshire.gov.uk

8.4 The Red Hen Project will ensure that any disciplinary proceedings against staff or volunteers relating to child protection matters are concluded in full, even when the member of staff is no longer employed at the charity, and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.

8.5 Staff or volunteers who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress. Suspension is not mandatory, nor is it automatic but, in some cases, staff may be suspended where this is deemed to be the best way to ensure that children are protected.

8.6 Consideration must be given to the needs of the child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

8.7 The Red Hen Project will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with children and parents/carers. As part of the Induction process, all staff and volunteers will review the charity's **Guidance for Conduct for Employees and Volunteers when Working with Children & Families**. They can also review **Guidance for safer working practice for those working with children and young people in education settings (February 2022)** if they wish, which outlines how to create appropriate professional boundaries (in both the real and virtual world) with all children, especially those with a disability or who are vulnerable.

8.8 The Red Hen Project will ensure that staff, trustees and other volunteers know that sexual relationships/activity with an individual under 16 is unlawful and would be reported to the police immediately. The charity will also ensure staff and volunteers and trustees are aware that any sexual relationships/activity with an individual aged 16/17 will result in dismissal and would be reported to the Local Authority Designated Officer.

8.9 The Red Hen Project will ensure that communication between children and adults, by whatever method, are transparent and take place within clear and explicit professional boundaries and are open to scrutiny.

This policy was adopted electronically following at a meeting of The Red Hen Project Trustees held on **6th November 2024**	
Signed on behalf of the trustees	Lesley Ford Lesley Ford (Nov 8, 2024 12:13 GMT)
Name of signatory	Lesley Ford
Role of signatory (e.g. chair)	Chair of Trustees
Date to be reviewed	**Autumn 2025**

Categories of abuse

Abuse

Is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them, or more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

Physical Abuse

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Neglect

Is the 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.

It may occur during pregnancy as a result of maternal substance misuse.

It may involve the neglect of or lack of responsiveness to a child's basic emotional needs.

It also includes parents or carers failing to:

- Provide adequate food, clothing and shelter including exclusion from home or abandonment
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision including the use of inadequate caregivers
- Ensure access to appropriate medical care or treatment
- Provide suitable education

Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

This may involve:

- physical contact including assault by penetration (e.g. rape or oral sex)
- non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing
- non-contact activities involving:
  - children in looking at, or in the production of, sexual images
  - children in watching sexual activities
  - encouraging children to behave in sexually inappropriate ways
  - grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

APPENDIX A

Emotional Abuse

Is the persistent emotional maltreatment so as to cause severe and adverse effects on a child's emotional development.

It may involve conveying to a child that they are:

- Worthless
- Unloved
- Inadequate
- Valued only insofar as they meet another person's needs

It may include:

- not giving the child opportunities to express their views
- deliberately silencing them
- 'making fun' of what they say or how they communicate

It may also feature age or developmentally inappropriate expectations being imposed on children including:

- interactions that are beyond the child's developmental capability
- overprotection and limitation of exploration and learning
- preventing participation in normal social interaction

It may involve:

- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying) causing children frequently to feel frightened or in danger
- The exploitation or corruption of children

Some level of emotional abuse is involved in all types of maltreatment although it may occur alone.

Child Criminal Exploitation

Both Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) are forms of abuse that occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator. CSE and CCE can affect children, both male and female and can include children who have been moved (trafficked) for the purpose of exploitation.

APPENDIX B

Useful Contacts

Cambridgeshire and Peterborough

Cambridgeshire and Peterborough Safeguarding Children Partnership Board – Safeguarding Multi-Agency Procedures http://www.safeguardingcambspeterborough.org.uk/children-board/

Police Child Abuse Investigation Unit (now part of MASH) 101 or 01480 847743

Useful Contacts – Cambridgeshire

Education Safeguarding Manager – Sara Rogers	sara.rogers@cambridgeshire.gov.uk
Early Help Hub (EHH) - Targeted Support Service	Tel: 01480 376 666
Customer Service Centre – social care referrals	Tel: 0345 045 5203
Emergency Social Care Duty Team (out of hours)	Tel: 01733 234 724
Local Authority Designated Officer (LADO) LADO@cambridgeshire.gov.uk	Tel: 01223 727 967
Named Senior Officer for allegations Senior Education Adviser – Phil Nash	Tel: 07920 270820
Prevent Officers prevent@cambs.police.uk	Tel: 01480 422596

If a child is in immediate danger, please call 999.

Cambridgeshire & Peterborough Safeguarding Children Partnership Board
http://www.safeguardingcambspeterborough.org.uk/children-board/

APPENDIX B

Red Hen Procedure in the event of a concern about a child

Should you have a concern about the safeguarding of a child please follow the procedure below.

If you think a child or an adult with care and support needs is in immediate danger please call 999 for immediate assistance.

STAFF

Staff should log all concerns using our online safeguarding system (Beacon CRM).

Significant harm or at risk of significant harm:

If at any time you have reasonable concern that a child or young person has suffered significant harm or may be at immediate risk of suffering significant harm please contact the DSL. The DSL will telephone the Customer Service Centre on 0345 045 5203 and follow this phone call up by completing the online referral form within 24 hours of the call, attaching any additional relevant documents

Children you feel may need support and assistance from children's services:

Please complete a Beacon concern log and speak with the DSL/DDSL/DSL cover. If a safeguarding referral is appropriate you must seek parental consent, **unless to do so would place the child at risk.** If you are unable to gain consent this doesn't prevent you from submitting a referral but at this level, there is no statutory requirement for families to engage with social care. Please complete the online referral form using the Thresholds of Need document. Children's Services will assess the referral and determine if a Section 17 assessment is required.

VOLUNTEERS AND PARTNER STAFF

If you have concerns or someone has disclosed information to you about abuse please speak to the Red Hen member of staff in charge of the activity who will support you in either completing a concern form (found in the accident book records) or having a phone call with the DSL to provide information to support an immediate phone call to Children's services if there is a risk of, or a child has experienced significant harm.

Designated Safeguarding & Child Protection Lead is Rachel Bennett (HSD) – 07816 444 439

Deputy Designated Safeguarding Lead is Sarah Crick (CEO) – 07735 857 092

Designated Safeguarding Cover is Sophie Evans (Trustee) Number to be made available to staff when needed

Log of concern about a child's welfare

To be used only if a concern log cannot be added directly to our online concern form

Child's full name:	**Child's date of birth:**
Today's date and time:	
Name and role of the person completing the log:	
Full contact details of the person completing the form (mobile, landline, email)	
Date and time of the incident / concern:	
Description of the incident / concern: (Please include as much information as possible that might be useful: (including information such as any additional needs, ethnicity, English as an additional language/EAL, etc.)	
Signature of person completing log:	**Body map completed overleaf?** **YES / NO (please delete as appropriate)**
Date and time form passed to Red Hen Staff:	**Name of Red Hen staff member receiving form:**

Please pass this form immediately to a member of Red Hen staff who will raise a Log of Concern on our Safeguarding System and our safeguarding procedures will be followed.

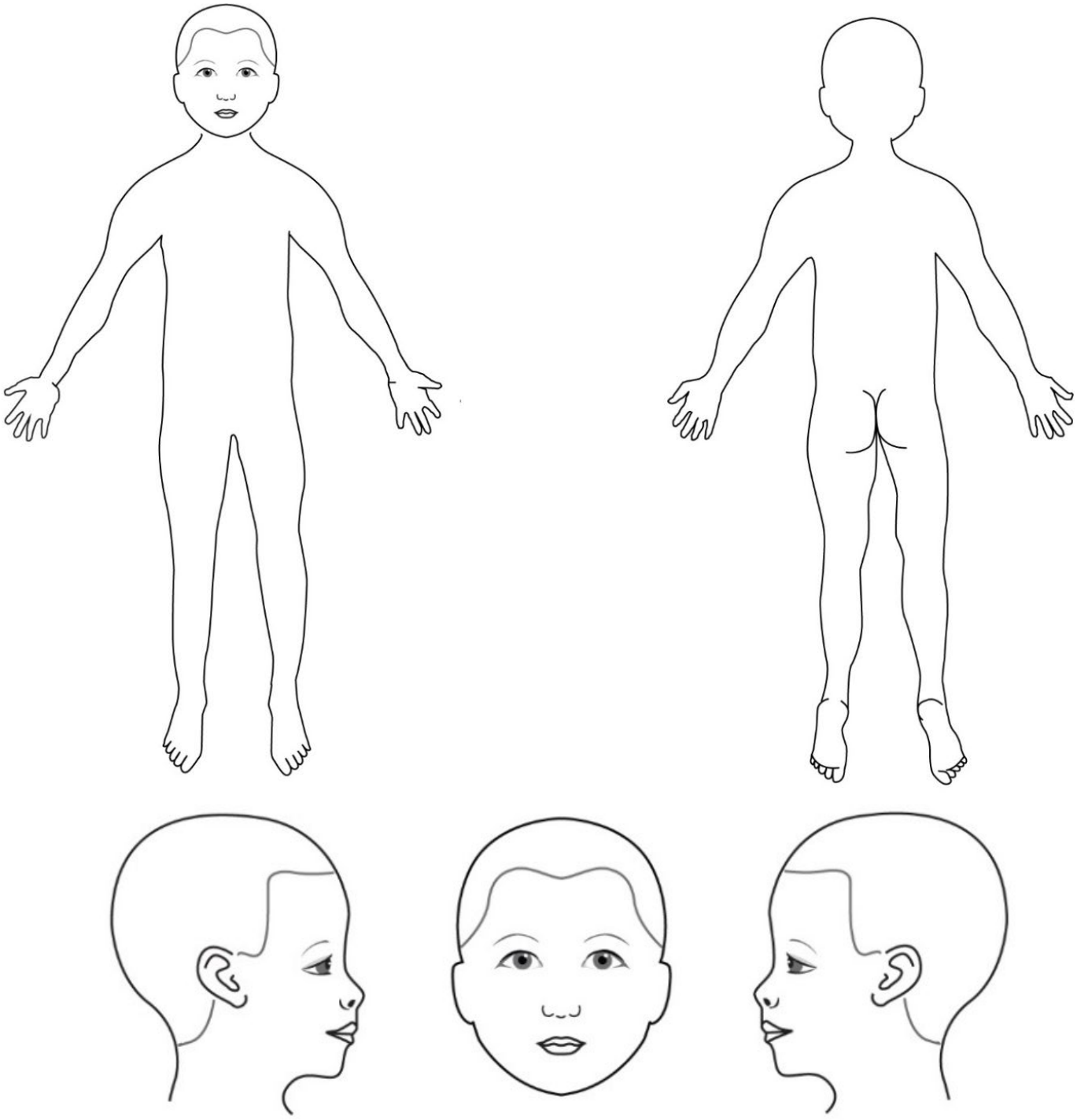
Body Map

Full name of child: _____

Date of birth: _____

Date body map completed: _____

right left left right



Attach body map to log of concern about a child's welfare.

Level 2 Teaching Assistant

Final Audit Report 2024-11-08

Created:	2024-11-08
By:	Red Hen (hello@redhenproject.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAQFnsKX6yYqKrlW_NyUouKpirgOsPTpq_

"Level 2 Teaching Assistant" History

Document created by Red Hen (hello@redhenproject.org)
2024-11-08 - 10:44:49 AM GMT

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Document e-signed by Lesley Ford (chair@redhenproject.org)
Signature Date: 2024-11-08 - 12:13:29 PM GMT - Time Source: server

Agreement completed.
2024-11-08 - 12:13:29 PM GMT

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