

## FIRST Safeguarding Children and Young People Policy

### Child Safeguarding Lead and Deputy

The responsibility of managing the safeguarding of children can be both demanding and challenging, and therefore must be appointed at managerial level to personnel who are available when we are operational.

<b>Name of Organisation:</b>	<b>FIRST UK</b>
<b>Lead for Child Safeguarding:</b>	<b>ED CERVANTES-WATSON CEO</b>
<b>Deputy for Child Safeguarding:</b>	<b>MUKTAR ALI COO</b>

Their role is to oversee and ensure that our safeguarding children policy is fully implemented and that we attain FIRST standards as outlined by various legal UK frameworks outlined in this document. These details will be made available to all adults, children and parents/carers by training, poster, leaflet, staff handbook, information in staff areas and enrolment information. This includes ensuring they and all staff receive child safeguarding training as appropriate. The deputy should be available to support or cover for the nominated lead. He will also handle any complaints or allegations against the nominated lead if appropriate.

We recognise that the welfare of all children is paramount and that *all* children and young people; regardless of ability or culture, have equal rights of safeguarding. We have a duty of care when they are in our charge and we will do everything we can to provide a safe and caring environment whilst they attend our activities.

### Policy Aim

As employees/associates of FIRST, we aim at all times to attain the FIRST standards in all our activities with children, young people, their families and/or carers. We will achieve this by adhering strictly to this policy and the guidance and risk assessments

### Why do we need a Safeguarding Children Policy?

The five main outcomes for children as detailed in "Every Child Matters" agenda 2003 and the subsequent Children Act 2004 are:

- being healthy
- staying safe
- enjoying and achieving
- making a positive contribution
- economic well-being

Government guidance is clear that all organisations working with children, young people, families, parents and carers have responsibilities (see Appendix for References). It is important to remember that children and young people can also abuse and that such incidents fall into the remit of this policy.

**All organisations should:**

- **have senior managers committed to safeguarding**
- **be clear about people's responsibilities and accountability**
- **have a culture of listening to children**
- **safe recruitment practices for all staff and volunteers working with children & young people**
- **procedures for safeguarding children and young people**
- **procedures for dealing with allegations against, and concerns about, staff & volunteers**
- **make sure staff have mandatory induction and further safeguarding training, supervision, reviews and support**
- **have agreements about working with other organisations and agencies**

*Working Together to Safeguard Children*

**“Children are individuals whose rights, needs and welfare are paramount.”**

*Children Act 1989*

**The 2 key principals of Working Together to Safeguard Children are:**

- **Safeguarding is everyone's responsibility; for services to be effective each professional and organisation should play their full part**

**and**

- **a child centred approach: for services to be effective they should be based upon a clear understanding of the needs and views of children**

**“No child or group of children must be treated any less favourably than others in being able to access services which meet their particular needs”**

**Equality Act 2010**

## **Recognising Abuse**

### **Physical:**

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing significant 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.

### **Emotional:**

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. These may include interactions that are beyond the child's developmental capability, as well as over safeguarding and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone, May feature age or developmentally inappropriate expectations being imposed on children.

### **Sexual:**

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. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or 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.

### **Neglect:**

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. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer 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 care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

## **Treating Children with Respect**

We endeavour to treat all children and young people with respect, regardless of ability or culture. We ensure that everyone signs up to the FIRST Adult's and/or Young People's Codes of Conduct.

We also circulate and make available to everyone by training, poster, leaflet, staff handbook, information in staff areas, enrolment information our confidentiality statement, complaints procedures, allegations and “whistle blowing” statements and disciplinary and grievance procedures.

### **Celebrating Children’s Achievements**

We positively encourage all children and young people to succeed and celebrate their achievements.

We are particularly sensitive to the needs of disabled children who may achieve in smaller steps than their peers but are equally entitled to celebration.

### **Safer Recruitment**

We adhere to the Local Safeguarding Children Board (SCB) Key Standards for Recruitment, and FIRST guidelines for recruiting all staff, paid or unpaid by obtaining full personal details and application forms (not CVs) with particular relevance to previous work with children and young people.

We always take up two written references and insist that any appointment, where staff has direct and/or unsupervised access to children and young people, will only be confirmed subject to a satisfactory DBS check at the appropriate level.

At interview; we have sound procedures and recording to ensure we are satisfied, and can evidence that the applicant is appropriate and suitable.

## **Induction & Training**

In line with current recommendations, we have a clear induction and training strategy detailing clear job descriptions and responsibilities and all relevant procedures as detailed under “**Treating Children with Respect**”. All new staff sign to record they have received and understand the “Good Practice Guidelines” leaflet and those with direct contact with children and young people, or managers, will receive FIRST Child Safeguarding Training within 3 months of appointment. We also agree a probationary period of 3 months with clear goals and then provide supervision at regular intervals of 3 months with the supervisor.

Staff will also undertake the free online government training for PREVENT/Channel and FGM.

## **Confidentiality**

We have a clear policy in line with recommendations about confidentiality and information sharing and these details will be made available to all adults, children, parents and carers by training, poster, leaflet, staff handbook, staff areas, and enrolment information.

We fully endorse the principle that the welfare of children and young people override any obligations of confidence we may hold to others. Individual cases will only be shared or discussed on a “need to know” basis. Under “whistle blowing” anyone in our organisation may refer direct to either children’s social care services or the police (Ofsted and or Charity Commission as relevant) if they are concerned that a child is at risk of harm and this policy is not being adhered to. All media enquiries will be handled by [lead manager here].

## **Handling Disclosures**

A disclosure may be made verbally or through play or through the behaviour by a child, young person or an adult and it is important for everyone to remember the following:

If you are concerned about a child it is important that this information is communicated to the lead and/or deputy for child safeguarding.

You may become aware of possible or likely abuse by:

- Your own observations and concerns;
- Being told by another person that they have concerns about a child;
- The child tells you;
- The abuser tells you.

Also remember that you may not always be working directly with the child but become concerned because of difficulties experienced by the adults e.g.

- Domestic violence incidents
- Mental health issues
- Substance and alcohol abuse Incidents

Other concerns may be:

- Children living away from home or gone missing
- Peer abuse including bullying

- Race and racism
- Violent extremism
- Sexual exploitation
- Female genital mutilation
- Forced marriage
- Concealed pregnancy
- Child trafficking
- eSafety
- Peer to peer sexual violence and sexual harassment
- Homelessness
- Sexting (also known as youth produced sexual imagery)
- Initiation/hazing type violence and rituals.
- Child criminal exploitation and county lines: children being used to carry drugs or money from urban to rural areas

Remember:

- Do not delay.
- Do not investigate.
- Seek advice from the child safeguarding lead or deputy.
- Make careful recording of anything you observe or are told.

### **Responding to Concerns**

We ensure and emphasise that everyone in our organisation understand and know how to share any concerns immediately with the child safeguarding lead and deputy. We do this by training. Everyone including both the lead and deputy for child safeguarding will deal with concerns using the following procedures on the next diagram:

## Step One:

### If you are worried a child has been abused because:

- You have seen something
- A child says they have been abused
- Somebody else has told you they are concerned
- There has been an allegation against a colleague
- There has been an anonymous allegation
- An adult has disclosed that they were abused as a child
- An adult has disclosed that they are abusing a child

## Step Two:

Your organisation should have a policy for child safeguarding - check this for guidance. Talk to the lead or deputy for safeguarding.

## Step Three:

The lead or deputy for safeguarding should refer the concern to Children's Social Care Services and/or the Police and follow up the referral in writing within 24 hours.

In cases of allegations against a person with a "duty of care", the Local Authority Designated Officer (LADO) will co-ordinate the next procedural steps.

Under "whistle blowing", anyone can refer directly to the police or Social Care Services if, in good faith, they are concerned the organisation is not managing safeguarding concerns appropriately.

CONSULT,  
MONITOR  
AND RECORD  
*Sign/Date/Time*  
*Include name and  
job role*

**Any consultations  
should not delay  
a referral.**

**In an emergency  
do not delay:  
Dial 999**

## **Handling Allegations / Dealing with Complaints / Disciplinary & Grievance Procedures**

We have clear policies in line with current recommendations about handling allegations, dealing with complaints and our own disciplinary and grievance procedures and these details will be made available to all adults, children, parents and carers as necessary by training/ staff handbook/staff areas/enrolment information.

We are mindful that the three procedures may confuse the next appropriate steps to take. We are clear that, in any case where a complaint has been made with regards to any inappropriate or poor practice, we will discuss the situation with children's social care services before making an open decision about the best way forward.

It is the responsibility of the child safeguarding lead and/or deputy to ensure that these procedures are rigorously adhered to. In the case that the child safeguarding lead is implicated, the deputy should be informed. In the exceptional circumstances that both are involved, it is the duty of the person concerned to contact children's social care services direct.

Children's social care services will manage any investigations, overseen by the Local Authority Designated Officer (LADO) in accordance with Local Safeguarding Children Board (SCB) procedures. These are available on the SCB website.

With regards to disciplinary and grievance procedures, we are very clear that we will take no steps until we have fully discussed and agreed a strategy with the Local Authority Designated Officer, children's social care services and/or the police. Any investigation will override the need to implement any such procedures. Our management are responsible for making referrals to the Disclosure & Barring Service (DBS), and the relevant professional bodies of an individual who does or may pose a danger to children and young people. They will also refer the incident to Ofsted or the Charity Commission as relevant. Other organisations will liaise with their LADO and local agencies if such a referral needs to be made.

## **Record Keeping**

All records will be securely kept in a locked cabinet or secure drive in. Only the child safeguarding lead and/or deputy will have access and records will only be kept as long as necessary.

Normally these records will be passed to children's social care services as soon as possible. All records will be handwritten (and if recorded electronically, kept in a secure area) by the person with the concern within 24 hours, on headed paper or incident sheets and will be factual, non-judgmental. All such records will have a front page listing the papers in chronological order.

It is helpful to record any known details of the child/children or young people involved e.g. name, address, date of birth etc. All records should be factual. It is equally important to record the reasons for making the decision not to refer to children's social care services as when the decision is taken to refer. Always sign, clearly detail name and job role of the person making the record. Date and time these records.

Providers of child care, educational, health or other formal services will use the Common Assessment Framework, or local equivalent, referral forms



Signed: .....

Date: 8<sup>th</sup> February 2019

We are committed to reviewing our policies and good practice annually and/or when required by law.

<b>Date</b>	<b>Version</b>	<b>Policy Name</b>	<b>Approval Name</b>
8 <sup>TH</sup> February 2019	V1 08-02-19	Child Safeguarding Policy	Chair of Trustees

**Signed:**

**Lead for child safeguarding:**

**Deputy for child safeguarding:**

**Chair:**

