



SAFEGUARDING CHILDREN POLICY

SAFEGUARDING LEAD

Belinda Marozzi

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DEPUTY SAFEGUARDING LEAD

Janet Hilton

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WE RECOGNISE:

We recognise that the welfare of children and young people is paramount and that they have equal rights of protection. We have a duty of care when they are in our charge and will do everything we can to provide a safe and caring environment whilst they attend our activities.

WE WILL:

- treat all children and young people with respect and celebrate their achievements
- carefully recruit and select all adults whether paid or unpaid
- respond to concerns and allegations appropriately

WHEN THERE ARE CONCERNS:

When there are concerns about the welfare of any child/young person, all adults in our organisation are expected to share those concerns with their course facilitator who will contact the Safeguarding Lead.

They are responsible for:

- monitoring and recording concerns
- making referrals to children's social care services without delay
- liaison with other agencies

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- arranging training for all staff

STAFF ALLEGATIONS:

Concerns about the behaviour of adult/s in the organisation will be referred without delay to the Lead Child Protection Person who will contact Children's Social Care Services or the police in an emergency.

In the rare situations that the concerns are about the Safeguarding Lead, it is important to refer to the deputy person. This may not be appropriate, in which case any member may personally refer direct to Children's Social Care Services.

WE WILL REVIEW THIS POLICY ANNUALLY:

DATE OF LAST REVIEW:

January 2024

DATE OF NEXT REVIEW:

January 2025

Safeguarding (including Child Protection) Policy -

1. Introduction

Everyone in the community has a responsibility to protect children. This policy sets out for staff and volunteers the procedure to follow if they consider that a child may be being abused or neglected. For the purposes of this policy, a child may be aged from a baby up to 18 years old.

The organisation considers it imperative that suspicions of abuse and neglect are reported to the appropriate agencies.

2. What is abuse or neglect?

For the purposes of this policy, and in line with the guidelines produced by the Borough of Richmond-upon-Thames, the organisation considers that abuse and or neglect may occur when someone responsible for a child inflicts harm, or fails to act to prevent harm. This may take place within a family, institution or community setting, such as the cooking lesson. It is important to remember that the person who abuses is usually known to the child, but can also be a stranger.

In considering whether to report a concern of abuse or neglect, you should consider the following categories of ill-treatment:

Physical Abuse

Any physical harm inflicted upon a child, and can involve hitting, shaking and burning. Note that Fabricated or Induced Illness (also known as Munchausen syndrome by proxy) is also considered to be a form of physical abuse. This occurs when the parent or carer fabricates the symptoms of a disease in order to gain medical attention and treatment for a child.

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Emotional Abuse

The emotional ill-treatment of a child, which may have a negative impact on their emotional development. It can involve conveying to children that they are worthless or unloved.

Sexual Abuse

This involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. It may also involve encouraging children to behave in sexually inappropriate ways.

Neglect

This is the failure to meet a child's basic physical and/or psychological needs and is likely to have a serious negative effect on the child's health and development. This may include, failure to provide food, failure to ensure access to appropriate medical care or treatment or neglect of the child's basic emotional needs

Radicalisation

Prevent Duty June 2015 calls for the identification of children who may be vulnerable to radicalisation, to prevent children from being drawn into terrorism.

Slavery and Human Trafficking

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place

Recruitment: We conduct eligibility to work in the UK checks when recruiting new staff, in order to help safeguard against human trafficking or individuals being forced to work against their will.

3. Who are children at risk from?

Children and young people can be at risk from people other than their parents. The organisation will always take up police checks and references prior to employment, but acknowledges that a member of staff or volunteer may be capable of child abuse. All such suspicions are taken very seriously and will ensure thorough and appropriate reporting and investigation is carried out.

4. How to report concerns.

Any suspicions or concerns that you may have should, in the first instance, be reported to the Designated Safeguarding Lead, **Belinda Marozzi**, or the Deputy Designated Safeguarding Leads, Janet Hilton. You will be requested to put your concerns in writing. The Designated Safeguarding Lead or the one of the deputies should then report all cases to the appropriate borough authorities.

If preferred, or in the case of an emergency, you or any individual can report their concerns to

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the local authority in which the child lives. as follows:

Richmond or Kingston boroughs:

In Office Hours:

Contact the Single Point of Access (SPA) on 020 8547 5008 from 8am to 5.15pm, Monday to Thursday and 8am to 5pm Friday

Out of these hours, call the Duty Social Worker on 020 8770 5000.

Services for Families and Children Department of Social Services at:
42, York Street, Twickenham, TW1 3BW

Or report concerns online at

https://www.richmond.gov.uk/services/children_and_family_care/single_point_of_access/single_point_of_access_for_professionals/make_a_referral_to_spa

5. What Happens Next?

An enquiry will be conducted by the social services department, the main aim of which is to establish whether the child is safe, how serious any concerns are and what kind of support the family might need.

The Department will want to find out as much as possible about the situation.

Discussions will be held with the parents/carers and child, if they are old enough. Also other professionals involved in the care or development of the child may be approached, e.g. teachers, health visitors. The Police Child Protection team may also be involved.

In most cases, the child will be able to remain at home with the family. In the most serious cases, where there is clear evidence that a child is in immediate danger, and the parents are unable or unwilling to co-operate, the Social Services Department would apply for a court order to temporarily remove an abusive parent or to place the child in a safer environment.

You may choose to remain anonymous when reporting a suspicion of abuse.

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