

'The Safety of our Children is our Primary Concern'



Safeguarding Children and Young People You're Cherished CIO Safeguarding Policy

Most recent review by Directors: 3rd February 2023

Reviewed by R Hardy- Chairman

This policy is due for review by Directors: 31st January 2024

'Safe, Seen, Soothed & Secure'

1. Aims and Purpose of this Policy

The main objective of this policy is to ensure that You're Cherished CIO provides a positive environment for children and young people to mature into confident young adults. We acknowledge a child's and young person's rights and our responsibilities as carers.

This policy aims to identify and outline the issues and principles concerned with safeguarding children and young people and child abuse, so that employees and volunteers can carry out their roles properly and with confidence.

The policy applies to anyone working on behalf of You're Cherished CIO including the CEO, the board of trustees, paid staff, volunteers, sessional workers and students.

2. Supporting Documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including Whistle Blowing, GDPR, Safer Recruitment, Complaints & Grievance policies.

3. We Believe That:

Children & young people should never experience abuse of any kind; rather they should always feel 'Safe, Seen, Soothed and Secure' in keeping with our beliefs, vision and values of Cherished.

4. What is 'Safeguarding'?

'Safeguarding' is a relatively new term which is broader than 'child protection' as it also includes prevention. Safeguarding has been defined as:

- All agencies working with children, young people and their families taking all reasonable measures to ensure that the risks of harm to children's welfare are minimised; and
- Where there are concerns about children and young people's welfare, all agencies take appropriate actions to address those concerns, working to agree local policies and procedures in full partnership with other local agencies.'¹

Safeguarding children and young people is vital for You're Cherished as we have a duty of care towards the children and young people we come into contact with. Having Designated Safeguarding Leaders in place within You're Cherished not only protects and promotes the welfare of children and young people but also it enhances the confidence of members, volunteers, teachers, parents/carers and the general public.

5. We Recognise:

The welfare of children is paramount in all aspects of our work;

¹ <http://www.charity-commission.gov.uk/supportingcharities/protection.asp>

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Working in partnership with children and young people, their parents, carers and other agencies and beneficiaries is essential in promoting young people's welfare;

All children and young people regardless of age, disability, gender, race, religion, sexual orientation have an equal right to protection from all types of harm or abuse;

Some children are additionally vulnerable due to the impact of previous experiences, or other needs, therefore extra safeguarding may be required to keep these vulnerable children safe.

Link below to the Government definition that is current for all setting including voluntary :

<https://www.gov.uk/government/publications/working-definition-of-trauma-informed-practice/working-definition-of-trauma-informed-practice#:~:text=Trauma%2Dinformed%20practice%20is%20a,n,biological%2C%20psychological%20and%20social%20development.>

Some children or young people are additionally vulnerable due to the impact of previous experiences or other needs. This could be as a result of trauma from an event, series of events or set of circumstances that is experienced by a child or young person as physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental, physical, social, emotional or spiritual well-being.

We recognise the widespread impact the signs and symptoms of trauma can have on individuals, groups and communities

6. What is Child Abuse?

In Britain formal definitions of child abuse are derived from the Department of Health (DOH) guidelines. There are also legal definitions to be found in the 1989 Children Act section 31.

The term 'child abuse' was first officially used in Britain in a 1980 government circular (DHSS 1980). Since then, different categories of abuse have been specified until in 1991, when the categories finally settled as:

Physical abuse Neglect Sexual Abuse Emotional Abuse

The actual term 'child abuse' refers to an adult or any person harming a child or a young person under the age of 18.

Child abuse affects both girls and boys of all ages from babies (defined as 0-18 months²) to young people of all ages up to 18. Children with learning difficulties, physical disabilities and mental illnesses may all be affected – as can children from any kind of family background.

Child abuse occurs in all cultures, faiths and backgrounds.

² DFES, Birth to Three Matters: A Framework to Support Children in their Earliest Years

Child abuse is mainly perpetrated by any adult male or female, who may be well known to the child. Trusted adults may also include others in the child's immediate community. Peer on peer abuse, FGM, sending nudes and up skirting are also abusive.

Peer abuse is where another child is acting as the abuser.

7. Signs of Abuse:

There are three main indicators that a child or young person may be being abused and none of these should be taken lightly. They include:

- Physical indicators (such as marks or illness)
- Verbal indicators
- Behavioural indicators.

A child or young person may exhibit one or a combination of these.

8. Prevention of Abuse & Re-Traumatisation

Cherished as a whole, it is committed to the prevention and safeguarding of children and young people against abuse. We can do much to minimise the risk of incidents by:

- Implementing and sustaining good practice in every area of our work
- Supporting those in roles of responsibility within the project, including all paid and unpaid volunteers
- Knowing, observing and listening to people
- Listening to young people/children who disclose past abuse.
- Appoint a nominated child protection lead for children and young people, a deputy and a lead trustee member for safeguarding
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about our policies and procedures.
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Resisting re-traumatisation by striving to avoid triggers to previous trauma, recognising these triggers may be potentially traumatic in themselves
- We all discuss safeguarding issues as a standing agenda item at our board meetings
- The organisation ensures that there is a budget for safeguarding costs, including safer recruitment, DBS checks, the delivery of safeguarding training on a regular basis to all relevant staff and volunteers.

9. When working with Children and Young People

At You're Cherished we understand that trauma exposure can impact a child or young person's brain, body and behaviour through neurological, biological, psychological and social development, thus shaping their world view and relationship development. We are trauma

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informed and assume therefore that children and young people are more likely than not to have a history of traumatic experiences and that these experiences may impact on their ability to feel safe within or develop trusting relationships with our service staff and volunteers.

We will strive to address the barriers that those affected by trauma can experience when working with Cherished as an organisation with trauma-informed practice at its core.

We will apply the principles of trauma informed practice to our work with children and young people and to our staff and volunteers by ensuring we operate in line with the key principles of trauma informed practice

Safety - the physical and emotional safety of children and young people and our staff & Volunteers is considered

Trustworthiness - our policies and procedures are transparent and are designed to build trust amongst staff, volunteers, children & Young People and the community

Choice - meaningful choice is provided to children & young people and staff and that there wishes are listened to

Collaboration - the value of experiences of our children and young people, staff and volunteers is recognised and used to improve our service through mentoring and peer support by working alongside them

Empowerment - we make every effort to share power and give a strong voice to all who are connected to You're Cherished in decision-making at both an individual and an organisational level

Cultural Consideration - we strive to deliver services free from cultural stereotypes and biases including offering access to gender responsive services and ensuring our policies, procedures and protocols are also responsive to the racial, ethnic and cultural needs of children and young people, staff and volunteers.

No set of guidelines can cover every eventuality but here are some obvious precautions to take when working with children and young people:

- If privacy is really necessary make sure someone knows where you are, who you're with and why.
- Try to avoid physical contact with children and young people, especially 'hugging'.
- Try to avoid situations where a child sits on your lap.
- All children will have the chance to go to the toilet before the session begins, after this if an individual needs the toilet it is wise to inform a classroom teacher.
- Recording and storing sensitive information professionally and securely, in line with data protection.
- Sharing information about safeguarding and good practice with beneficiaries, agencies and families and carers appropriately.
- Making sure children and their families (if appropriate) know where to go if they have a concern.
- Using our procedures to manage any allegations against staff and volunteers

- appropriately.
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers by applying appropriate health and safety measures
- Building a safeguarding culture where staff and volunteers, children, young people and their families are, treat each other with respect and are comfortable about sharing concerns.
- Alert the criminal records agency if any member of staff is dismissed because of behaviour towards beneficiaries
- Report serious incidents including safeguarding incidents to the charity regulator.

10. What if someone makes an allegation or you suspect someone is being abused?

An allegation is when someone makes a direct statement that abuse has taken place. This may or may not be the child or young person concerned.

All allegations, from whatever source, should be reported immediately to the school's safeguarding officer if supporting the young person in a school or the parent (if appropriate) if supporting a young person in an out of school setting. The allegation should also be communicated to Hannah Simnett, Cherished's DSL, (Designated Safeguarding Lead) who will advise you on how to proceed. Contact details: hannah@cherisheduk.org
If you are not happy with the actions taken by the or a Cherished DSL you can report your concerns directly to Children's Services on 0121 303 1888. The Emergency Duty Team - 0121 675 4806.

A suspicion is where there is no direct allegation or disclosure made, but there may be indicators that child abuse may have taken place.

Indicators may include:

- Behaviour or appearance of a child or young person
- Emotional responses or reactions of a child or young person
- Physical signs
- Environmental factors such as knowledge of domestic violence in the family
- Worrying behaviour of a child or young person

It is important to keep accurate records and detailed notes on any concerns you may have about a child or young person's behaviour and share with the person responsible for the care of the child and Cherished's DSL.

11. Under no circumstances should a member of staff carry out their own investigation into the allegation or the suspicion of abuse.

Inform the Designated Safeguarding Lead as soon as possible, according to the guidance you received in safeguarding training and our annual safeguarding refresher courses. Use the concern card to record and tell our Safeguarding Lead (Hannah Simnett) as soon as possible.

She will then liaise with school to follow up

In the absence of the coordinator, or if any suspicions involve the coordinator speak to the Deputy Coordinator (Emma Walls). In an emergency, if you feel a child is at immediate risk, contact the police on 999.

Suspicions must **not** be discussed with anyone other than those nominated above.

12. How do I deal with someone telling me they have been abused?

If a child or young person, staff member or volunteer discloses they have been abused we must do the following:

Listen, ensure you take it all they say and don't show shock or put your feelings or opinions on them;

Communicate that they have done the right thing in disclosing this information, explain that it isn't their fault

Explain the next steps to them, the importance of reporting and getting the appropriate support for them;

Manage any risks to their safety;

Report as soon as possible to ensure all information is fresh in your mind. It is important to keep accurate records and detailed notes about a child or young person if they share with you a disclosure, write down their exact words if possible. Then report to person responsible for the care of the child and Cherished's DSL.

Note - Confidentiality:

When dealing with child and young person protection the highest degree of confidentiality must be observed at all times. No one, except those designated, should have access to information about a child/young person's disclosure or a suspicion.

Confidentiality, however, must never be promised. It must be made clear that any information given that leads us to suspect that a child is at risk, must by law be shared with the safeguarding officer.

13. So what at You're Cherished should we be doing?

- Those working with children and young people must all complete an enhanced DBS Check.
- Those working with children and young people will receive annual training on matters of child protection and safeguarding young people
- A Safeguarding Coordinator must be put in place, along with a deputy.
- All children and young people should be listened to and respected no matter what their background.
- The Cherished Safeguarding Policy should be made available to all staff, volunteers and

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upon request to anyone.

- We believe it could happen and know what to do if we have any suspicion.
- We maintain our culture in which children are believed.
- Correct protocols and procedures will be followed at all times.

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