



Safeguarding Policy *For The Child LTD*

Definition of safeguarding

Taken from Working Together to Safeguard Children 2023 - safeguarding children and young people is defined as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is within or outside the home, including online
- preventing impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children
- taking action to enable all children to have the best outcomes.

Child protection is understood to be actions taken to prevent children suffering, or being likely to suffer, significant harm.

Abuse is defined as treating with cruelty or violence, especially regularly or repeatedly, and may involve inflicting harm or failing to act to prevent harm.

Introduction

For The Child is a Limited Company run for the following purpose:

- To provide in-school support for Headteachers and staff
- CPD for staff, governors and families
- Behaviour observations of children within their home or school setting
- 1 to 1/small group tuition (within the home setting or at the registered premises of the company)
- Support and advice for families inside and outside the home

The company is a registered Limited Company, and it is based at:
19 De Havilland Gardens, Brockworth, Gloucester, Gloucestershire, GL3 4YX

Company Number: 13614382

iii.) The company has adopted this Safeguarding Policy and expects every adult working at **For The Child** to support it and comply with it. This policy shall apply to all staff, trustees, directors or anyone working on behalf of the Company.

Purpose of the Policy

- To protect children (0 to 18 years) and vulnerable adults, who receive any service from us, including those who are children of adults who may receive services from us.
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

The company believes that:

- Children, young people and vulnerable adults should never experience abuse or harm of any kind and staff will be committed to the protection of children vulnerable adults.
- We have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

The company recognises that:

- the welfare of children and vulnerable adults is paramount in all the work we do and in all the decisions we take
- all children and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- the additional needs of children and vulnerable adults from minority ethnic groups and disabled children and the barriers they may face, for example with communication or the impact of discrimination.
- working in partnership with children, young people, their parents, vulnerable adults, carers and other agencies is essential in promoting young people and vulnerable adult's welfare.

We will give equal priority to keeping all children, young people and vulnerable adults safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

The responsibility for safeguarding and addressing concerns related to child and adult protection rests with every member of staff.

In our pursuit of promoting the welfare of children and adults at risk, collaboration and partnership are vital. We actively engage with individuals, their parents, caregivers, and relevant agencies within the communities where we operate, recognising that collective effort is essential in safeguarding the vulnerable.

Keeping children and adults safe involves awareness of how to identify and report concerns about abuse.

For The Child LTD provides services to children and adults in schools and in their homes.

As For The Child LTD primarily works in Gloucestershire, this policy follows the recommendations outlined by the ['Gloucestershire Safeguarding Children Partnerships'](#) and the [Gloucestershire Safeguarding Adults Board](#).

Equality, Diversity and Inclusion

Some children and vulnerable adults have an increased risk of abuse; these individuals may have difficulty recognising or disclosing abuse. We are committed to anti-discriminatory practice and recognise children and vulnerable adults' diverse circumstances. We ensure that all children and vulnerable adults have the same protection, regardless of any barriers they may face, for example as a result of: special educational needs or disability; gender or sexuality based issues; ethnicity or religion. These are protected characteristics under the Equality Act 2010 and the Human Rights Act 1998.

Keeping Children Safe

We will seek to keep children safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people, a deputy and a lead trustee/board member for safeguarding (when the company includes more than one employee)
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: ico.org.uk]
- making sure that children, young people and their families know where to go for help if they have a concern using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- ensuring that we have effective complaints and whistleblowing measures in place

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from: www.nspcc.org.uk/learning

We also follow the latest legislation within England which are:

[Children Act 1989](#)

[Children Act 2004](#)

[Children and Social Work Act 2017](#)

As well as obtaining our statutory guidance from:

[Working Together To Safeguard Children 2023](#)

Definitions of abuse

Understanding the scope of abuse is an important step in identifying abuse.

- [Neglect as identified in the 1989 Children Act](#)
- [Physical Abuse as identified in the 1989 Children Act](#)
- [Sexual Abuse as identified in the 1989 Children Act](#)
- [Emotional Abuse as identified in the 1989 Children Act](#)
- [Bullying, including online bullying and prejudice-based bullying](#)
- [Racist, disability and homophobic or transphobic abuse](#) (Hate Crimes)
- [Gender-based violence](#)
- Child on Child/[Peer-on-peer abuse](#) such as sexual violence and harassment -[Radicalisation and/or extremist behaviour](#)
- [Child sexual exploitation](#) and [trafficking](#)
- [Child criminal exploitation](#) including county lines
- [Serious violent crime](#)
- [Online abuse](#): Knowing the risks linked to using technology and social media, including online bullying; the risks of being groomed online for exploitation or radicalisation and risks of accessing and generating inappropriate content, for example 'sexting' are an important part of working with children.
- [Grooming](#)
- [Teenage relationship abuse](#)
- [Upskirting](#)
- [Substance misuse](#)
- Issues that may be specific to a local area or population, for example gang activity or youth violence
- [Domestic Abuse](#) - Children can be victims of Domestic abuse. Experiencing the effects of abuse at home can have a detrimental and long-term impact on health, wellbeing, development and ability to learn.
- [Female genital mutilation](#)
- [Forced marriage](#)
- [Poor parenting](#)
- [Homelessness](#)
- [So-called honour based violence](#)

Indicators of abuse

If we think a child is being abused, this is passed on to the Designated Safeguarding Lead in the organisation being worked in and to the **Debbie Innes Safeguarding director** responsible for safeguarding, The following might indicate that a child is being abused. Further information can be found on the [NSPCC website](#)

- Unexplained changes in behaviour or personality
- Becoming withdrawn
- Seeming anxious
- Becoming uncharacteristically aggressive
- Evidence of a poor relationship with a parents
- Knowledge of adult issues
- Running away or going missing from home
- Bruising

- Unexplained weight loss

Children are often not aware that they are being abused or not able to tell you that they are being abused so you must be vigilant to signs that a child might have been harmed

Keeping Adults Safe

The safeguarding of adults is underpinned by the Care Act 2014 which describes vulnerable adults as: a person aged 18 or over who is receiving services of a type listed below and in consequence of a condition of a type listed below has a disability of a type listed below:

The services are:

- accommodation and nursing or personal care in a care home;
- personal care or nursing or support to live independently in his own home;
- any services provided by an independent hospital, independent clinic, independent medical agency or National Health Service body;
- social care services; or
- any services provided in an establishment catering for a person with learning difficulties.

The conditions are

- a learning or physical disability;
- a physical or mental illness, chronic or otherwise, including an addiction to alcohol or drugs; or
- a reduction in physical or mental capacity.

The disabilities are

- a dependency upon others in the performance of, or a requirement for assistance in the performance of, basic physical functions;
- severe impairment in the ability to communicate with others; or
- impairment in a person's ability to protect himself from assault, abuse or neglect.

For adults the Care Act 2014 defines safeguarding as:

- Protecting the rights of adults to live in safety, free from abuse and neglect
- People and organisations making sure that the adult's wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action
- People and organisations working together to prevent and stop both the risks and experience of abuse or neglect
- Recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and therefore potential risks to their safety or well-being.

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It identifies the following types of abuse:

- [Physical abuse](#)
- [Domestic violence or abuse](#)
- [Sexual abuse](#)
- [Psychological or emotional abuse](#)

- [Financial or material abuse](#)
- [Modern slavery](#)
- [Discriminatory abuse](#)
- [Organisational or institutional abuse](#)
- [Neglect or acts of omission](#)
- [Self-neglect](#)

More detail can be found by clicking the hyperlinks.

The Care Act (2014) also describes the following principles to which we adhere:

1. *Empowerment*

People being supported and encouraged to make their own decisions and informed consent

2. *Prevention*

It is better to take action before harm occurs.

3. *Proportionality*

The least intrusive response appropriate to the risk presented.

4. *Protection*

Support and representation for those in greatest need.

5. *Partnership*

Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

6. *Accountability*

Accountability and transparency in safeguarding practice.

Procedures

In school: For The Child staff will ensure they know who the DSL/DDSL is and they are familiar with the safeguarding procedures on arrival. If there is a safeguarding concern, the **For The Child** staff member will follow school procedures.

If **For The Child** staff are not satisfied the school is dealing with the concern appropriately, they may contact MASH (Multi Agency safeguarding hub). (01452) 426565 - option 3 directly and submit a MARF, if required. The family member will be informed of the referral unless it is considered it would put the child in serious risk of harm.

Home visits: If there is a safeguarding concern about a family being visited, the staff member will inform a professional or the school e.g. social worker, if they have anyone working with them.

Lone Working: If For The Child staff are visiting a family in their home, they will establish first, where possible, if there are any safeguarding concerns. If the contact is through a school, **For The Child** staff will agree with the school that they know when they are attending the home and will then let them know when they leave. This will either be through a text message or email.

If the family is working with **For The Child** directly, they will ensure a designated person knows where they are going, when they arrive at the property and when they leave. If the designated person has

not heard from the staff member by the allocated time, they will attempt to contact them. A "safe" word will also be agreed if the staff member needs to alert the designated person there is a problem and the police will be contacted immediately.

Out of hours/holidays

If there is not an allocated staff member to contact due to the timing of the home visit, ***For The Child*** staff will ensure their designated person knows the name and address and agrees to contact them if they have not been in contact by an agreed time.

If ***For the Child*** think that a referral needs to be made for a child or vulnerable adult the DSL should be informed. They will contact the appropriate service (see useful numbers below.)

Children's Help Desk: 01452 426565

childrenshelpdesk@gloucestershire.gov.uk

Adults Help Desk: 01452 426868

socialcare.eng@gloucestershire.gov.uk

Emergency Duty Team: 01452 614194

edt@gloucestershire.gov.uk

Lado: 01452 426994

Amadmin@gloucestershire.gov.uk

Disclosure and Barring

The company offers the following activities for children:

- 1 to 1 or small group tuition within the home setting or at the registered premises of the company
- Lesson observations within the educational setting

All staff will undergo a DBS check and this will be kept up to date through the online service.

The company will take very seriously any allegation of impropriety on the part of any member of the company. A member of the Company who discovers anything amiss should get in touch immediately with the following:

Miss Sam Stocken - Company Director

Allegations will be appropriately reviewed and the likely risk to children and acted on accordingly.

Allegations Management, Whistleblowing and Low-Level Concerns

If there is a concern about the behaviour of a member of staff when they are with children, we will speak to the most senior member of staff onsite. This will usually be the Head or Deputy.

A witness statement will be written as soon as possible and shared with the relevant staff member.

If the concern is about the Head, the Chair of Governors will be contacted. They will then refer any issues to the Local Authority Designated Officer (LADO) who will support the school to decide next steps.

Email address: amadmin@gloucestershire.gov.uk

If it is considered the concerns are not being listened to, we are required to whistle-blow using the one of the following routes:

- Protect, an independent whistleblowing charity, previously known as Public Concern at Work (helpline: 020 3117 2502, email: whistle@protect-advice.org.uk, website: www.pcaw.co.uk).

Through the NSPCC whistle-blowing helpline - 0800 028 0285 - line is available from 8:00 AM to 8:00 PM, Monday to Friday and email: help@nspcc.org.uk

Photographing/videoing of children

No photographs/videoing will be taken or published of any child unless written permission is sought from a person with parental responsibility. If any person has any concerns regarding any person taking photographs, that person should contact the company immediately. Photographs may be taken to show what a child has done, for example during a Pupil Expression session, but will not include their face or anything that could make them identifiable. This will be done on the company mobile phone and included in any written reports submitted.

Videos may be taken to show what a child is doing or the relationship between child and parent/carer, but written permission will be sought first.

Managing behaviour, discipline and acceptable restraint

- Adults supervising children must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used - but only for that. The incident will be written up factually within 24 hours and provided to the relevant person.
- If behaviour is needing to be stopped, methods of de-escalation will be used and if it is involving children, they will be separated from each other as soon as possible.

Staff Training/Awareness

All staff will read Part 1 of KCSiE in September 2024 and if any staff join the company during the academic year, this will be part of their induction process.

Prevent training will be completed and a certificate will be available to show completion.

The DSL will undertake enhanced training which will be renewed every two years. The DSL will read all of the most up to date KCSiE.

Contact details

Designated Safeguarding Lead (DSL): Miss Sam Stocken

Phone/email: 07494 709202 forthechild21@outlook.com

LADO (Local Authority Designated Officer) in Gloucestershire: Mr Nigel Hatten (01452) 426994 or nigel.hatten@gloucestershire.gov.uk

NSPCC Helpline 0808 800 5000

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents (where applicable):

- Role description for the Designated Safeguarding Officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Code of conduct for staff and volunteers
- Behaviour codes for children and young people
- Photography and sharing images guidance
- Safer Recruitment

We are committed to reviewing our policy and good practice annually.

This policy was updated in: September 2024 with input from [Debbie Innes Safeguarding](#)

Signed: Miss Sam Stocken

Date: 1st September 2024

This policy will be reviewed and update annually.

Next review date: 1st September 2025