



Safeguarding Policy *For The Child LTD*

1. Introduction

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

- 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.

2. Purpose of the Policy

- To protect children (0 to 18 years) 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 and young people should never experience abuse or harm of any kind and staff will be committed to the protection of children.
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

The company recognises that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- all children, 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 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, carers and other agencies is essential in promoting young people's welfare.

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

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

3. 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

4. Supporting documents

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

5. 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.

6. Photographing of children

No photographs 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 easily identifiable. This will be done on the company mobile phone and included in any written reports submitted.

7. 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.

8. Acting on Safeguarding Concerns

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 parent 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.

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

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

This policy was written in: September 2022

Signed: Miss Sam Stocken

Date: 5th September 2022

This policy will be reviewed and update annually.

Next review date: 5th September 2023