St CHRISTOPHER'S
CREATING BRIGHTER FUTURES

Safeguarding Policy

Purpose

St Christopher's believes that a child, young person or young adult should never experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and young adults and to keep them safe. We are committed to practise in a way that protects them.

Status:

Policy approved/reviewed: September 2020

Policy review date: May 2021

Relevant Director: Chief Executive

Related documents

- Safer Recruitment Policy
- Managing allegations against staff and volunteers
- IT policies including Data Protection and information sharing, use of Social media, mobiles and internet.
- Code of conduct for staff and volunteers
- Complaints
- Whistleblowing
- Health and safety
- Training and Development policy
- Lone working policy and procedure
- Radicalisation Policy
- Equality and diversity Policy
- Child Sexual Exploitation Policy
- Service specific procedures – Fostering, Children's homes, Independent School, Semi-independent services.
- Aftercare Services IOM, Therapeutic Services IOM, Secure (Custodial) IOM.
- Safeguarding; Privacy and Information Sharing Policy.

St Christopher's Safeguarding policy

This policy applies to all staff, including senior managers, the Council of Trustees, paid staff, volunteers, sessional workers, agency staff, students and anyone working on behalf of St Christopher's .

The purpose of this policy:

- to protect children, young people, pupils and young adults who receive St Christopher's services.

- to provide staff and volunteers with the overarching principles that guide our approach to safeguarding and children and vulnerable adults protection;

"Children are clear about what they want from an effective safeguarding system. These asks from children should guide the behaviour of practitioners. Children have said that they need

- *vigilance: to have adults notice when things are troubling them*
- *understanding and action: to understand what is happening; to be heard and understood; and to have that understanding acted upon*
- *stability: to be able to develop an ongoing stable relationship of trust with those helping them*
- *respect: to be treated with the expectation that they are competent rather than not*
- *information and engagement: to be informed about and involved in procedures, decisions, concerns and plans*
- *explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response*
- *support: to be provided with support in their own right as well as a member of their family*
- *advocacy: to be provided with advocacy to assist them in putting forward their views*
- *protection: to be protected against all forms of abuse and discrimination and the right to special protection and help if a refugee"*

(Working Together 2018)

We recognise the above and that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989 and The Children and Young Persons Act 2001 (Isle of Man)
- all children, young people and young adults regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse. Some children, young people and young adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. Working in partnership with children, young people, young adults and their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children, young people and young adults safe by:

- valuing them, listening to and respecting them
- appointing a Designated Safeguarding Officer (DSO), a deputy and a lead trustee for safeguarding related matters
- adopting child and vulnerable adults protection and safeguarding practices through procedures and a code of conduct for staff and volunteers

- developing and implementing an effective e-safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, young people and young adults ,their families, staff and volunteers via leaflets, posters, one-to- one discussions
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people and young adults, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise ensuring that we have effective complaints and whistleblowing measures in place ensuring that we provide a safe physical environment for our children, young people, young adults, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- recognising the significance of Contextual Safeguarding which requires that our work with a young person takes into account the social or public environment (peer group, school, neighbourhood) in which they operate, as well as their family or private environment.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, young people and young adults, namely:

- Children Act 1989 and The Children and Young Persons Act 2001 (Isle of Man)
- Police Powers and Procedures Act 1998 (IOM Secure Care Home)
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998/Data Protection Act 2002 (Isle of Man) and General Data Protection Regulations (GDPR) (Regulation (EU) 2016/679).
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0 to 25 years - Statutory guidance for organisations which work with and support children and young people who have special educational
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
- Working together to safeguarding children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2018
- Keeping Children Safe in education; HM Government 2020.

Child and Vulnerable Adult Protection Procedures

St Christopher's adheres to national frameworks, specifically Working together to safeguard children 2015 (updated 2018), Safeguarding Vulnerable Groups Act 2006 and Keeping Children Safe in Education 2020.

Definitions from "Working Together to Safeguard Children 2018"

Although this is from child care legislation the definitions also support our work with young adults.

Children
Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.

Safeguarding and promoting the welfare of children
Defined for the purposes of this guidance as:

• protecting children from maltreatment;
• preventing impairment of children's health or development;
• ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
• taking action to enable all children to have the best life chances.

Child protection
Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Abuse
A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or children.

Physical abuse
A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical 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 abuse
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 a child 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. It may feature age or developmentally

inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection 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.

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.

Child sexual exploitation *is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.*

Neglect
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.

Detailed internal procedures, including recognition of possible abuse and how to respond and report are found in service specific guidance. These are;

1. **SCF Children's Homes procedures 2020**
2. **SCF Fostering Procedures 2019**

3. **SCF 16+ Procedures 2019**

Safeguarding Roles and Responsibilities

Council of Trustees

Trustees have a legal duty to take reasonable steps within their power to ensure that children, young people and young adults that come in contact with the charity are safeguarded from harm. The Council delegates the day to day implementation of this responsibility to the executive team in the roles described below. Council has appointed a Designated Trustee to act on its behalf in relation to ensuring the appropriate development, implementation and monitoring of this.

Designated Trustee

The designated trustee is responsible for ensuring the implementation, consistent monitoring and improvements of the Safeguarding Policy and related procedures.

Chief Executive or Officers from the Senior Management Team (SMT)

The Chief Executive and the Senior Management Team have direct responsibility for ensuring that this policy and related procedures are adhered to in their specific departments and fulfil the overall responsibility for ensuring this policy is implemented, monitored and consistently reviewed through the Director of Operations and Safeguarding Lead.

Operational Director

The Director of Operations (UK) and Head of Operational Services (Isle of Man) are responsible for line managing and overseeing the work of the Safeguarding Lead and ensuring that these duties are carried out appropriately.

Safeguarding Lead

The Safeguarding Lead is responsible for developing and improving policy, procedure and practice in relation to safeguarding across the organisation and ensuring that robust systems are in place to monitor practice. They are responsible for providing an annual report to the senior management team and Council- of Trustees. It is their responsibility to review the Section 11 self assessment and to provide it to Local Authorities for whom services are provided on a biannual basis. (Children Act 2004)

The Safeguarding Lead and the on-call Senior Managers are responsible for dealing with reports or concerns about the protection of children, young people and adults at risk appropriately and in accordance with the procedures that underpin this policy.

All Managers (and Contract Managers responsible for contracted service providers)

All managers and contract managers responsible for contract service providers are responsible for ensuring that employees and volunteers follow this policy and its related procedures and receive the safeguarding training and support they need, in line with their responsibilities and level of contact with children, young people and adults at risk.

All trustees, employees and volunteers

All trustees, employees and volunteers are responsible for carrying out their duties in a way that actively safeguards and promotes the welfare of children, young people and adults at risk. They must also act in a way that protects them from wrongful allegations of abuse as far as possible. They must bring safeguarding concerns to the attention of the Safeguarding Lead

Contractors or other organisations funded by or on behalf of St Christopher's

All contractors or other organisations funded by or on behalf of SCF are responsible for applying the appropriate Disclosure and Barring Service checks, delivering safeguarding training commensurate with their level of contact with children, young people and adults at risk; and ensuring their employees comply with their organisation's Safeguarding Policy and Procedures.

Contact details

Designated Safeguarding Officer Leads (DSO) Name:

Annette Richards UK

Stephen Taylor Isle of Man

Rosie Davie UK

Council of Trustees Senior lead for safeguarding

Name:

Relevant agencies

Child Exploitation and Online Protection (CEOP)

www.ceop.police.uk

NSPCC Helpline 0808 800 50

Role of Trustees.

Charity Commission Guidance for Trustees. (Updated October 2018).

https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees

Safeguarding Children – guidance for trustees (based on Charity Commission Guidance)

Protecting children, young people and adults at risk

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1. **Introduction**

Certain types of charity are set up to assist or care for those who are particularly vulnerable, perhaps because of their age, physical or mental ability or ill health. Charity trustees are responsible for ensuring that those benefiting from, or working with, their charity is not harmed in any way through their contact with the charity. Trustees have a legal duty to act prudently and this means taking all reasonable steps within their power to ensure that children and young people that come in contact with the charity are safeguarded from harm. This is particularly important where beneficiaries are vulnerable persons or children in the community. Trustees are expected to find out what the relevant law is, how it applies to their organisation, and to comply with it where appropriate. They should adopt best practice as far as possible - advice on this is available from a number of knowledgeable sources, some of which are listed below. Children are an especially vulnerable group and therefore the Charity Commission is concerned to stress the importance of charities having proper safeguards in place for their protection.

2. **Safeguarding**

Safeguarding is a 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 taking appropriate actions to address those concerns, working to agreed local policies and procedures in full partnership with other local agencies.

Safeguarding children is vital for charities as charity trustees have a duty of care towards the children with whom they have contact. Having safeguards in place within an organisation not only protects and promotes the welfare of children but also it enhances the confidence of trustees, staff, volunteers, parents/carers and the general public. Safeguarding children is beneficial to a charity in many ways - protecting its reputation, helping to effectively meet its objectives and protecting its finances.

The necessity to safeguard children applies both to charities working in the UK and other countries where children may face different or additional risks of abuse or exploitation. These safeguards should include a child protection policy and procedures for dealing with issues of concern or abuse. For the purposes of child protection legislation the term 'child' refers to anyone up to the age of 18 years.

3. **The Charity Commission's role**

Although the Commission does not administer child protection legislation, it aims to increase public trust and confidence in charities and does provide guidance for Trustees to clarify and support their role. The updated "Guidance on Safeguarding and protecting people for charities and trustees (Charity Commission 25th October 2018) summarises the 10 actions trustee boards need to take to ensure good safeguarding governance

1. Safeguarding should be a key governance priority for all charities. Ensure your charity has an adequate safeguarding policy, code of conduct and any other safeguarding procedures. Regularly review and update the policy and procedures to ensure they are fit for purpose
2. Identify possible risks, including risks to your beneficiaries or to anyone else connected to your charity and any emerging risks on the horizon
3. Consider how to improve the safeguarding culture within your charity
4. Ensure that everyone involved with the charity knows how to recognise, respond to, report and record a safeguarding concern
5. Ensure people know how to raise a safeguarding concern
6. Regularly evaluate any safeguarding training provided, ensuring it is current and relevant
7. Review which posts within the charity can and must have a DBS check from the Disclosure and Barring Service
8. Have a risk assessment process in place for posts which do not qualify for a DBS check, but which still have contact with children or adults at risk
9. Periodically review your safeguarding policy and procedures, learning from any serious incident or 'near miss'
10. If you work overseas, find out what different checks and due diligence you need to carry out in different geographical areas of operation

4. **Safeguarding policy**

This is a statement of intent that demonstrates a commitment to safeguard children involved with a charity from harm. The essential inclusions for a child protection policy are outlined below:

- the welfare of the child is paramount;
- all children and young people without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs;
- the policy is approved and endorsed by the Council of trustees;
- who the policy applies to (i.e. all trustees, staff and volunteers);
- children and parents are informed of the policy and procedures as appropriate;
- all concerns, and allegations of abuse will be taken seriously by trustees, staff and volunteers and responded to appropriately - this may require a referral to children's services and in emergencies, the Police;
- a commitment to safe recruitment, selection and vetting;
- reference to principles, legislation and guidance that underpin the policy;
- arrangements for policy and procedures review;
- reference to all associated policies and procedures which promote children's safety and welfare e.g. with regards to: health and safety, anti-bullying, protection of children online, and photography.

Guidance for Trustees

1. Safeguarding Children and young people (Charity Commission Policy Paper 2014)

2. Strategy for dealing with safeguarding issues in charities (Charity Commission 2013)