

IMPACD CIC

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**Safeguarding Children &
Young People Policy**

IMPACD CIC April 2023





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Policy Owner: IMPACD CIC

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Contents

Section 1: Safeguarding Children & Young People’s Policy.....	
Introduction.....	4
Policy Statement	5
Purpose	6
Scope	6
Commitments	6
Implementation.....	8
Section 2: Supporting Information	
Reporting Concerns/Duty to Protect.....	10
Legislation and Guidance.....	11
Referrals and Investigations.....	12
Assessing Child Welfare issues and the Risk of Significant Harm.....	13
References and Resources... ..	14
Abuse and Neglect.....	15
Section 3: Appendices.....	
Appendix One – Role of the Safeguarding Lead.....	17

Section 1: **Safeguarding Children &
Young People Policy**

Introduction

At IMPACD CIC, we believe every person deserves to be respected, valued and supported. We aim to provide a safe space designed to maximise the positive potential of an inclusive Participatory Art environment, where participants can explore their personal emotions, identity, abilities, relationships and values in a manner that is safe and non-threatening.

IMPACD CIC encourages attendance by a diverse range of participants from different ethnic, religious and social backgrounds as well as with varying characteristics, and for some activities that includes participation by children and young people.

IMPACD CIC is committed to facilitating education and supporting positive change, which includes supporting its attendees in developing their own understanding of our Inclusivity Ethos, which include the principles of Inclusivity and Consideration, Recognising Individual Needs, Valuing Personal Expression and Facilitating Personal Empowerment.

We will stand up for all of our customers in the face of attempts at exclusion, abuse or intolerance and are committed to Safeguarding all people, including Children & Young People, who use the space on the following basis:

- in line with national legislation and relevant national and local guidelines;
- by ensuring that our activities are delivered in a way which keeps all people safe;
- creating a culture of zero-tolerance of harm to all people, and children and young people in particular;
- Recognising children and young people who may be at risk;
- the circumstances which may increase risk;
- knowing how abuse, exploitation or neglect of children and young people manifests itself;
- being willing to report safeguarding concerns;
- recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

IMPACD CIC is committed to best safeguarding practice and to uphold the rights of all people and in particular those who are vulnerable, including children and young people, to live a life free from harm, from abuse, exploitation and neglect.

We believe that children and young people should never experience abuse of any kind and that we all have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

Policy Statement

IMPACD CIC believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

IMPACD CIC acknowledges that safeguarding is everybody's responsibility and is committed to preventing abuse and neglect through safeguarding the welfare of all children involved by doing the following:

- Creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution;
- Approaching our support of individuals in a way that is person-centred, caring and respects the voice of the Individual concerned;
- Keeping abreast of the legal framework within which activities need to work to safeguard all children and young people, those who have additional care and support needs and those who do not, in order to protect those who are unable, or less able, to take action to protect themselves;
- Always acting in a way that is consistent with the principles of safeguarding and in accordance with the relevant safeguarding legislation and with local statutory safeguarding procedures;
- Always ensure that any action taken is prompt, proportionate and that it includes and respects the voice of the child or young person concerned and that of their appropriate adult;
- Being vigilant in recognising when children and young people experience barriers to personal empowerment, eg. difficulties with communication or in raising concerns or seeking help, so that we can be pro-active as well as reactive In dealing with potential safeguarding concerns;
- Recognising that children and young people as well as adults have the right to feel empowered by standing up against oppression, abuse or neglect and we will take all appropriate steps to ensure a child or young person and their appropriate adult feels empowered through that process.

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

Our nominated child protection lead is Sharon Hunt

Purpose

The purpose of this policy is to demonstrate the commitment of **IMPACD CIC** to safeguarding children and young people as well as:

- To protect children and young people who receive IMPACD CIC's services from harm. This includes the children of adults who use our services
- To provide staff, contracted agents and volunteers as well as children and young people and their families, with the overarching principles that guide our approach to child protection
- Making clear the role and responsibility each person Involved has in safeguarding children and young people.
- Making clear what to do or who to speak to if they have a concern relating to the welfare or wellbeing of a child or young person within the activities of the organisation.

Scope

This Safeguarding Children and Young People Policy and associated procedures apply to all individuals involved in **IMPACD CIC** including Directors, Management, Staff, Artists, Other Self-Employed Contributors, Volunteers and Members of Other Contributing Organisations and to all concerned about the safety of children and young people whilst taking part in our organisation, its activities and in the wider community.

We expect our partner organisations, including for example, affiliated clubs, suppliers and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Children and Young People Policy and associated procedures.

Commitments

In order to implement this policy **IMPACD CIC** will ensure that:

- Everyone involved with **IMPACD CIC** is aware of the Safeguarding Children and Young People Policy & Procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of a child or young person.
- Any concern that a child or young person is not safe is taken seriously, responded to promptly, and followed up in line with **IMPACD CIC** Safeguarding Children and Young People Policy and Procedures.
- The well-being of those at risk of harm will be put first and the child and their family actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see the Safeguarding Children and Young People Procedures).

- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
- **IMPACD CIC** acts in accordance with best practice advice.
- **IMPACD CIC** will cooperate with the Police and the relevant Local Authorities in taking action to safeguard a child or young person.
- All Board members, staff, contributors and volunteers understand their role and responsibility for safeguarding children and young people and have completed and are up to date with safeguarding training and learning opportunities appropriate for their role.
- **IMPACD CIC** uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the community.
- **IMPACD CIC** shares information about anyone found to be a risk to children and young people with the appropriate bodies. For example: Disclosure and Barring Service, Police, Local Authority/Social Services.
- When planning activities and events **IMPACD CIC** includes an assessment of, and risk to, the safety of all children and young people potentially involved from abuse and neglect and designates a person who will be in available as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and senior management team at least every 12 months.
- This policy, related Information and the Safeguarding Children and Young People Procedures are reviewed no less than on a two yearly basis and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board and/or National Governing Bodies or as a result of any other significant change or event.

Implementation

IMPACD CIC is committed to developing and maintaining its capability to implement this policy and correlating procedures. In order to do so the following will be in place:

- A safeguarding culture where all participants, staff and service users alike treat each other with respect, feel supported and comfortable with sharing concerns
- A clear line of accountability within the organisation for the safety and welfare of all children and young people.
- The means to value, listen to and respect children and young people.
- Appointment of a nominated child protection lead for children and young people.
- Adoption of child protection and safe guarding best practice through our policies, procedures and code of conduct for staff, contracted agents, staff and volunteers.
- Development and Implementation of an effective online safety policy and related procedures.
- Effective safeguarding management and training, supervision and support for all who work with children as part of our activities.
- Access to relevant legal and professional advice (a summary of the key legislation and guidance is available from [NSPCC.org.uk/childprotection](https://www.nspcc.org.uk/childprotection))
- Regular management reports to the Board detailing how risks to children and young people are being addressed and how any reports have been addressed.
- Safeguarding children and young people procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of children and young people, including arrangements for sharing information.
- Codes of conduct for Board members, Staff, Artists, Other Contributors, Volunteers and Members of Other Contributing Organisations and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of children and young people.
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Making sure children and 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 careers appropriately.
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Ensuring we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance

- Policies and procedures that address the following areas and which are consistent with this Safeguarding Children & Young People Policy.

- | | |
|--|---|
| ✓ Young Persons Arrangements | Participants/Members, Carers/Personal Assistants |
| ✓ Health and Safety | |
| ✓ Safeguarding Vulnerable Adults | ✓ Adult/ child supervision ratios |
| ✓ Safer recruitment | ✓ Discipline and grievance |
| ✓ Bullying and harassment | ✓ Concerns and Complaints |
| ✓ Equality, diversity and inclusion | ✓ Photography and Sharing Images |
| ✓ Safe activities risk assessments | ✓ Information policy, data protection and information sharing |
| ✓ Code of Conducts and a process for breach of these - Staff, Artists,, Officials, Volunteers, | |

Section 2: Supporting Information

Reporting concerns

In England, people working with children are expected to report concerns about a child's welfare to the relevant agencies. The Supporting Information is from [NSPCC.org.uk/childprotection](https://www.nspcc.org.uk/childprotection)

Duty to protect children

The [key guidance for child protection is Working together to safeguard children](#) (Department for Education, 2018). This states:

- everyone who works with children has a responsibility for keeping them safe
- everyone who comes into contact with children and families has a role to play in sharing information and identifying concerns.

In addition, section 11 of the [Children Act 2004](#) places a statutory duty on certain agencies to co-operate to safeguard and promote the welfare of children. This includes:

- local authorities
- NHS services and trusts
- police
- probation services and young offenders institutions.

People who work in these agencies and who do not report suspected cases of abuse or neglect may be subject to disciplinary proceedings but do not currently face criminal penalties.

Legislation and guidance

The [Children Act 1989](#) provides the legislative framework for child protection in England. Key principles established by the Act include:

- the paramount nature of the child's welfare
- the expectations and requirements around duties of care to children.

This is strengthened by the [Children Act 2004](#), which encourages partnerships between agencies and creates more accountability, by:

- placing a duty on local authorities to appoint children's services members who are ultimately accountable for the delivery of services
- placing a duty on local authorities and their partners to co- operate in safeguarding and promoting the wellbeing of children and young people.

Both of these acts are amended by the [Children and Social Work Act 2017](#), which received Royal Assent on 27 April 2017. Key provisions include:

- the Child Safeguarding Practice Review Panel was established to review and report on serious child protection cases that are complex or of national importance (Sections 12 to 15).
- the previous model of Local Safeguarding Children's Boards (LSCBs) has been replaced by local safeguarding partners who will publish reports on local safeguarding practice reviews (Section 17).
- child death review partners are required to review each death of a child normally resident in their area and identify matters that are relevant to public health and safety and children locally (Section 24).
- local authorities must appoint personal advisers for care leavers up to the age of 25 (Section 3).
- Social Work England is created as a regulatory body for the social work profession in England (Section 36).
- relationships education will be provided to primary school children and relationships and sex education will be provided (instead of sex education) in secondary schools (Section 34).

Referrals and investigations

[Working together to safeguard children](#) (Department for Education, 2018) highlights the importance of providing early help to promote the welfare of children. Local organisations and agencies should work together to:

- identify children and families who would benefit from early help
- undertake an assessment
- provide targeted early help services.

If a child has complex needs, it may be appropriate for the local authority to provide support under section 17 of the [Children Act 1989](#) (children in need).

Where there are child protection concerns, the local authority must make enquiries and decide if any action must be taken under section 47 of the [Children Act 1989](#).

Assessing child welfare and child protection concerns

It is the responsibility of the local authority to investigate any concerns raised about a child's welfare.

If the child is not in immediate danger, there will be an assessment of the child's needs. Within one working day of a referral being received, a local authority social worker should acknowledge receipt to the referrer and make a decision about next steps and the type of response required. This will include determining whether:

- the child requires immediate protection and urgent action is required
- the child is in need and should be assessed under section 17 of the [Children Act 1989](#)
- there is reasonable cause to suspect that the child is suffering or likely to suffer significant harm, and whether enquires must be made and the child assessed under section 47 of the [Children Act 1989](#)
- any services are required by the child and family and what type of services
- further specialist assessments are required to help the local authority to decide what further action to take.

Assessing the risk of significant harm

If information gathered during an assessment suggests that a child is suffering or likely to suffer significant harm, the local authority should hold a strategy discussion to enable it to decide, with other agencies, whether it must undertake a section 47 enquiry.

A Section 47 enquiry refers to Section 47 of the [Children Act 1989](#) and involves social workers gathering evidence and speaking with the child, family and other relevant professionals to determine if any interventions may be beneficial to the child's welfare.

All assessments should be completed within 45 working days. If the child is in immediate danger the local authority or an [authorised person](#) (including the NSPCC) can take the action through the courts.

References and resources

Department for Education (DfE) (2022a) [Letter from the Secretary of State for Education to Annie Hudson, Chair of the independent Child Safeguarding Practice Review Panel on the national review](#)

(PDF). London: DfE

Department for Education (DfE) (2022b) [Minister Quince oral statement on children's social care review](#). [Accessed 30/06/2022]

Child Safeguarding Practice Review Panel (2022) [Child protection in England: national review into the murders of Arthur Labinjo-Hughes and Star Hobson](#). London: Child Safeguarding Practice Review Panel.

Home Office, Shapps, G. (2022) [Home Secretary pledges new chapter to end child sexual abuse](#). [Accessed 01/11/2022]

MacAlister, J. (2022) [The independent review of children's social care: final report](#). The independent review of children's social care.

Department for Education (DfE) (2018) [Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children](#) (PDF). London: HM Government.

Department for Education (DfE) (2015) [Guide to the Children's Homes Regulations including the quality standards](#) (PDF). London: HM Government.

Department for Education (DfE) (2015) [What to do if you're worried a child is being abused: advice for practitioners](#) (PDF). London: HM Government.

Home Office (2016) [Mandatory reporting of female genital mutilation: procedural information](#) (PDF). London: HM Government.

Further reading

[Child protection plan register statistics](#)

NSPCC has a series of factsheets pulls together the most up-to-date statistics on children who are the subject to child protection plan or on a child protection register see [NSPCC Library catalogue](#)

Abuse and Neglect

Abuse is a violation of an individual's human and civil rights by another person or persons. It can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any or all of the following types of abuse may be perpetrated as the result of deliberate intent, negligence, omission or ignorance.

There are different types and patterns of abuse and neglect and different circumstances in which they may take place.

Safeguarding legislation include the following types of abuse:

- Physical
- Sexual
- Psychological
- Neglect
- Financial

Abuse can take place in any relationship and there are many contexts in which abuse might take place. Abuse can take place within any context and the person causing harm might be any other person from: a parent, a sibling, a teacher, a member of staff, a coach, a volunteer, a participant or another participant. Often the perpetrator is known to the child or young person and may be in a position of trust and/or power.

Some examples of abuse within activities include:

- Harassment of a participant because of their (perceived) disability, particular vulnerability, or other protected characteristics
- Not meeting the needs of the participant e.g. training without a necessary break.
- Any intentionally striking a child
- An artist circling out a participant, whether the child has learning difficulties or other vulnerabilities or not for private activities away from the Centre for their own motivations
- Sending messages or other communications to a child without knowledge and consent of their appropriate adult whatever the context and anything of a manipulative, coercive, abusive, sexual or other adult nature with or without "consent".
- Threatening a child with physical harm and persistently blaming them for poor performance.

Neglect and/ or abuse outside activities could be carried out by:

- A family member
- Neighbours or residents
- Friends, acquaintances or strangers
- People they have contacted online
- People who deliberately seek out children to exploit/ groom them
- Paid staff, professionals or volunteers providing care and support

Section 3: Appendices

Appendix 1 – Example Role Description: Safeguarding Lead

The designated person within an organisation has primary responsibility for putting into place procedures to safeguard children and young people at risk, and for managing concerns about children and young people at risk.

Duties and responsibilities include:

- Working with others within the organisation to create a positive inclusive environment..
- Play a lead role in developing and establishing the organisation's approach to safeguarding children and young people and in maintaining and reviewing the organisation's implementation plan for safeguarding children and young people in line with current legislation and best practice.
- Coordinate the dissemination of the safeguarding children and young people policy, procedures and resources throughout the organisation.
- Contribute to ensuring other policies and procedures are consistent with the organisation's commitment to safeguarding children and young people..
- Advise on the organisation's training needs and the development of its training strategy.
- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Manage liaison with, and referrals to, external agencies for example social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of children and young people within the organisation.
- Represent the organisation at external meetings related to safeguarding.