



Young Bristol
Works for young people

SAFEGUARDING POLICY

1) Introduction

This policy shall apply to all staff (including management and all those working on behalf of Young Bristol, such as temporary and agency staff) and volunteers (including trustees) of Young Bristol. References to 'staff' and 'volunteers' shall be construed accordingly.

Young Bristol, through its staff and volunteers, has a duty to protect children and young people who we come into contact with from abuse. For Young Bristol, the definition of children and young people includes everybody aged under 19, and aged 19-24 with particular special needs.

“Working Together to Safeguard Children” (DCSF, 2015) defines abuse as ‘any form of maltreatment of a child’ and includes abuse not only by adults, but by another child or children. In particular, the paper identifies four categories of abuse:

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.

Sexual Abuse

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.

Neglect

Neglect is 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.

Emotional Abuse

Emotional abuse is 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.

For more information, see

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

2) Policy – Statement of Intent

The aim of this policy is to protect, as far as is reasonably practicable, all young people who come into contact with Young Bristol from harm caused by abuse. The policy works within the South West Child Protection Procedures (<http://www.online-procedures.co.uk/swcpp/>) and should be read alongside the practice guidance issued by the Bristol Safeguarding Children Board (BSCB).

3) Young Bristol's Responsibilities

In order to achieve this aim, Young Bristol will do the following.

3.1) Staff and Volunteer Vetting

Young Bristol will ensure that criminal records are discussed, and acted upon, prior to the appointment of staff and volunteers to the organisation, irrespective of whether these positions are paid or unpaid.

“Disclosure” applications to the Disclosure and Barring Service (DBS checks) will be made for all new staff / volunteers as described below. Further information is contained in the Employee Handbook, a paper copy of which is kept in the office and available upon request.

The people on whom we will make such applications are those adults in any position involving contact with/access (including to their records) to children and young people up to age 18, including those in ‘positions of trust’ and supervisors/managers as well as people in frontline roles. All such people will be required to undergo a new disclosure every three years.

Young Bristol will take a rigorous and probing approach to the application process (e.g. using application forms designed to elicit the full, relevant history of applicants and interviews where at least two representatives of Young Bristol are present). Proof of identity will be sought before confirming any appointment.

Two references will also be sought for new staff and volunteers and followed up as necessary. A medical reference may also be required.

3.2) Standards of Behaviour

Young Bristol will publish standards of behaviour and ensure that these are read and understood by all staff. All staff and volunteers will be encouraged to challenge any breaches of these standards, and breaches will be treated as potential disciplinary offences under the Disciplinary Policy.

3.3) Training

All Young Bristol staff will receive at least basic awareness training within six months of appointment.

All staff whose roles include regular contact with children and young people will receive training to ‘level one safeguarding’ within six months of appointment. This requires staff to complete the BSCB Initial Child Protection training course within the same timeframe.

Designated Safeguarding Officers will work towards training to ‘level three safeguarding’. This training will commence within six months of appointment as a designated officer, and will be expected to be complete within one year.

3.4) Managing Suspicions or Allegations of Abuse

Young Bristol will publish guidelines for all staff and volunteers on how to handle any suspicions, disclosures of and allegations of abuse towards a young person that they are working with. These guidelines will follow the South West Child Protection Procedures. Young Bristol will ensure that all staff and volunteers working with young people have read and understood these guidelines, and that they are reviewed annually.

Where any allegation of abuse is received against an employee or volunteer of Young Bristol, the recipient of this information must immediately disclose this to the Designated Safeguarding Officer (except where an allegation relates to this person, in which case the chair of the board of trustees should be notified). Young Bristol will then immediately report the allegation to the Local Authority Designated Officer and any other relevant authorities, and the allegation will be dealt with according to Young Bristol's disciplinary policy. This will usually involve suspending the person concerned pending an investigation.

Young Bristol recognises that receiving and dealing with a disclosure of abuse can be a distressing time for staff or volunteers. Support will be provided to support staff or volunteers in this situation, including access to professional counselling if required.

All suspicions, disclosures or allegations, and all action taken as a result, will be recorded and stored electronically in a secure area on Young Bristol's server, to which only the Designated Safeguarding Officer will have unrestricted access.

Except as is permitted in the guidelines for dealing with suspicions or allegations of abuse against a young person, it is imperative that staff and volunteers do not repeat their concerns, or their discussions with the Designated Safety Officer, with any other person (whether internal or external). To do so will amount to a breach of confidentiality, which may result in disciplinary action being taken.

3.5) Designated Officers

Young Bristol will appoint at least one Designated Safeguarding Officer, who will have responsibility for ensuring that this policy is annually reviewed and maintained up to date, and that all responsibilities are met. He will also guide and advise staff and volunteers on their responsibilities under this policy, and on dealing with specific safeguarding issues as they arise.

3.6 Whistleblowing

Young Bristol will establish arrangements for staff or volunteers to report any incidents or behavior that they are not comfortable with in confidence and without repercussions. This is published as a separate Whistle Blowing policy, as part of Young Bristol's Employee Handbook.

3.7 Female Genital Mutilation (FGM)

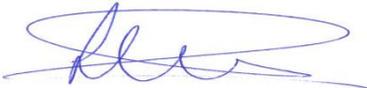
Female Genital Mutilation (FGM) professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. There is a range of potential indicators that a child or young person may be at risk of FGM, which individually may not indicate risk but if there are two or more indicators present this could signal a risk to the child or young person. Victims of FGM are likely to come from a community that is known to practise FGM. Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject. (See Keeping Children Safe in Education)

3.8 Radicalisation

Young Bristol is aware of its responsibilities under the Counter Terrorism and Security Act 2015, specifically Section 26, and the Prevent Strategy to safeguard young people who are at risk of radicalisation by identifying and risk assessing individual who may be drawn into terrorism, violent or non-violent extremism. We provide a safe environment for young people to explore, understand and discuss sensitive topics including terrorism and extremist ideology. We use the curriculum and pastoral support to inform and educate young people and to enable them to challenge these ideas. Staff are aware of the risk posed by other students and adults who may have been radicalised and the impact of radicalisation via social media. Staff have received appropriate training and have the knowledge and confidence to identify pupils at risk of being drawn into terrorism and extremism and challenge extremist views.

Signed: 

Ben Hardy Chair of Trustees

Signed: 

Lee Williams Chief Executive

Date: April 2017