

Safeguarding Children Policy

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Fiona Becker (NSPCC)	Policy Review	November 2013
Helal Ahmed	Vulnerable Adult Policy now developed	February 2016
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Approval process for current version

Presented to	Date	Outcome
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1. Introduction

- 1.1. Poplar HARCA is committed to safeguarding and promoting the welfare of all children and young people who use or are connected to our services or activities.
- 1.2. We have a duty of care, based on law and guidance, in order to protect children and young people from abuse or neglect. We believe that every child has the right to feel safe and be protected from any situation or practice that could result in him or her being significantly harmed. This policy and related procedures applies to everyone working within, or on behalf of, Poplar HARCA included paid staff, volunteers, trustees and contractors. Poplar HARCA endorses the principle that safeguarding is everybody's business.
- 1.3. A child that is anyone who has not 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 is in custody does not change his or her status or entitlement to services or protection under the Children Act 1989.

2. Key Definitions

- 2.1. Abuse and neglect are forms of maltreatment of a child. Somebody may harm 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 a stranger – for example via the internet. They may be abused by an adult or adults, or another child or children.
- 2.2. There are four types of abuse and often one or more type will occur at the same time. They are neglect, physical abuse, sexual abuse and emotional abuse. Full definitions of each type of abuse and the indicators for each type of abuse are included in the Safeguarding Children Procedures.
- 2.3. Some children are identified as being more at risk than others. This is due to either characteristics or circumstances that make them more vulnerable and include:
 - Children Leaving care
 - Homeless children
 - Children living in families where there is substance misuse, domestic violence and/or chronic parental mental ill health
 - Disabled children
 - Children affected by gang activity
 - Children suffering complex (organised or multiple) abuse
 - Children experiencing female genital mutilation
 - Children experiencing forced marriage or 'honour-based' violence
 - Children suffering abuse linked to belief in spirit possession
 - Child victims of trafficking
 - Children who are subjected to child sexual exploitation/and or criminal exploitation such as county lines.
- 2.4. Safeguarding and promoting the welfare of children is defined as:
 - protecting children from maltreatment;
 - preventing impairment of children's health or development;

- ensuring they 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.

- 2.5. Contextual safeguarding is defined as follows: “As well as threats to the welfare of children from within their families, children may be vulnerable to abuse or exploitation from outside their families. These extra-familial threats might arise at school, from within peer groups, or more widely from within the local community. These threats can take a variety of different forms from online safety, exploitation, sexual, by criminal gangs and organised crime groups to the influences of extremism leading to radicalisation and trafficking. Assessments of children in such cases should consider whether wider environmental factors are present in a child’s life and are a threat to their safety and/or welfare. Interventions should focus on addressing these wider environmental factors, which are likely to be a threat to the safety and/or welfare of a number of different children and young people who may or may not be known to local authority children’s social care”.
- 2.6. Child protection is part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are suffering or are likely to suffer significant harm.
- 2.7. Significant harm: there are no absolute criteria on which to rely when judging what constitutes significant harm. For the purposes of Poplar HARCA’s response to concerns about children, this decision is the responsibility of children’s social care and/or the police. Any decision about investigating concerns or allegations of this nature is their responsibility under the Children Act 1989 section 47.
- 2.8. Non recent historic allegations of abuse. Any disclosure or concerns that relate to abuse that happened more than a year ago, whether involving anyone working or volunteering for Poplar HARCA, must be taken seriously and acted upon in line with the safeguarding procedures. Victims of abuse take many years to come forward due to shame and a fear of being disbelieved however the alleged perpetrator may remain a risk to others and therefore all non-recent historic allegations have to be examined. Poplar HARCA will work in partnership with local authorities and/or the police in such cases.

3. [Guiding principles of the policy](#)

- 3.1. All children have an equal the right to be safeguarded from harm and exploitation regardless of their race, religion, ethnicity, first language, sex, sexual orientation, gender, age, ability, health, location, placement or immigration status.
- 3.2. Responsibility for the protection of children must be shared. Children are safeguarded only when all relevant agencies and individuals accept responsibility, co-operate with one another and share information appropriately.
- 3.3. Statements or allegations of abuse or neglect made by children must always be taken seriously.
- 3.4. We will take seriously the concerns of all staff, volunteers, contractors or residents who raise concerns about a child or the behaviour of an adult towards a child.

4. Policy aim and objectives

To achieve our commitment to safeguarding we have the following measures in place:

- 4.1. Providing safeguarding procedures so that staff, volunteers, trustees and contractors know what to do if they become aware of concerns about a child.
- 4.2. Informing staff, volunteers, trustees, partner agencies and contractors about the safeguarding policy and procedures at induction or at the start of any work with us.
- 4.3. Taking all suspicions and/or allegations of abuse or risk to children or young people seriously and responding swiftly when appropriate.
- 4.4. Ensuring that all our partner agencies and anyone delivering on our behalf adhere to best practice, when within our control.
- 4.5. Ensuring staff and volunteers are informed of our safeguarding policy and procedure at induction it is line managers responsibility to make sure that their staff teams have been briefed.
- 4.6. Identifying which people require specific safeguarding children training and ensuring that they receive it and refresh it as necessary. All Youth Workers in Charge must be DSO trained and have this refreshed every 2 years. This is tracked through HRnet, reminders are sent to line managers when training is due to be renewed.
- 4.7. Providing appropriate support and supervision for those staff or volunteers who have a specific role and responsibility for children or young people.
- 4.8. Providing a safeguarding governance structure so that key roles have specific safeguarding roles and responsibilities.
- 4.9. Have a Safeguarding Review Group who will have an overview of all safeguarding arrangements, monitor and quality assure their effectiveness, address incidents that have organisational implications and be responsible for policy review (see Appendix 1).
- 4.10. Taking all reasonable action to avoid the employment and deployment of staff or volunteers who are likely to pose a risk to children or young people through safer recruitment and vetting processes. At recruitment for roles which will involve working with children frequently it is made clear that the role requires an enhanced DBS check, on successful appointment candidates must have an enhanced DBS check completed and two satisfactory employment references before starting employment.
- 4.11. Ensuring that all our customers, including children attending our activities services, have appropriate and accessible information about the nature of child abuse, children's right to be safe and how to raise concerns if the safety of children or young people is compromised.
- 4.12. Provide a Customer Care policy to address how complaints will be addressed and Poplar HARCA's commitment to equality.

- 4.13. Poplar HARCA staff who work frequently with children must have their enhanced DBS check renewed every three years. This is tracked through HRnet, reminders are sent to line managers when a DBS needs updating.
- 4.14. Staff must respect confidentiality and only divulge information given in confidence when justified by an assessed risk to the child or to others.
- 4.15. Effective information sharing between professionals and local agencies is essential for effective identification, assessment and service provision. Fears about sharing information cannot be allowed to stand in the way of the need to promote the welfare and protect the safety of children. No member of staff or volunteer should assume that someone else will pass on information which they think may be critical to keeping a child safe.
- 4.16. To ensure the safety and wellbeing of children and young people is paramount when adults, young people or children are using the internet or mobile devices
- 4.17. To provide staff and volunteers with an online code of conduct that guide our approach to online safety

5. Legal and Regulatory Framework

- 5.1. Poplar HARCA seeks to be fully compliant with the legal and regulatory framework concerning safeguarding and child protection. Hence this policy and related procedures are written with reference to the following legislation and guidance:

Children Act 1989 and 2004	Data Protection Act 1998
United Nations Convention on the Rights of the Child 1991	Serious Crimes Act 2015
Human Rights Act 1998	HM Government (2015) Working Together to Safeguard Children
Sexual Offences Act 20	London Safeguarding Children Board (2015) Child Protection Procedures
Protection of Freedoms Act 2012	Counter Terrorism and Security Act 2015
Malicious Communications Act 1988	Protection of Children Act 1978
Female Genital Mutilation Act 2003	

6. Cross references to other Poplar HARCA Policies / Procedures

6.1. This policy should also be read in conjunction with the following policies and procedures that also relate to and integrate safeguarding:

- Safeguarding children procedure
- Recruitment procedure
- Volunteer recruitment policy and procedure
- Disciplinary and grievance procedures
- Whistle blowing procedure
- Safeguarding vulnerable adults policy and procedure
- Complaints procedure
- Customer Care Policy
- DBS Checks Procedure

7. Policy review

7.1. This policy will be subject to **review on an annual basis** unless a change on legislation, statutory or local guidance or an incident warrant an earlier review.

Appendix 1: Safeguarding Roles and Responsibilities

All organisations that provide services for children, parents or families or work with children are required to have in place a clear line of accountability and governance within and across the organisation for the commissioning and provision of services designed to safeguard and promote the welfare of children and young people. Within Poplar HARCA there are a number of individuals who fulfil specific safeguarding roles and their responsibilities are listed below. Their contact details are in Appendix 2.

Designated Safeguarding Officers (DSO)

- Receive and record information from staff or volunteers who have a concern or disclosure concerning a child or young person
- Assess the information promptly and carefully, clarifying or obtaining more information about the situation as appropriate
- Seek consultation from the DSL or statutory agencies if uncertain as to the appropriate action to take
- Make safeguarding referrals to children's social care or the police without delay in accordance with the procedures of Tower Hamlets Children Safeguarding Board.
- Ensure a full record is maintained of the concerns, action taken, liaison with other agencies and outcomes
- Deal with the aftermath of any safeguarding incident in terms of offering support;
- Identify and alert the DSL to any safeguarding training needs
- Keep abreast of developments in safeguarding legislation, practice and local procedures
- Link with the lead officer(s) for vulnerable adults when children and their families are known to the DSO reach their 18th birthday.

Designated Safeguarding Lead (DSL)

- Maintain a strategic over view of safeguarding across all Poplar HARCA's activities and services
- Provide support for the DSOs
- Meet on a monthly basis with DSOs to review safeguarding activity including case closures
- Ensure the safeguarding children policy and procedures are implemented
- Ensure there is compliance with safeguarding policy and procedures through quality assurance processes
- Co-ordinate the safeguarding training strategy for staff and volunteers.

Designated Director for Safeguarding Children

- Present an annual report to CMT and board of trustees on safeguarding activity;
- Ensure that there is a review, and if necessary a revision, of the safeguarding policy and procedures on an annual basis or sooner if there is a change in legislation, guidance or an incident that warrants it
- Provide support to the DSL
- Have a strategic overview of safeguarding
- Co-chair the Safeguarding Review Group

Board Member for Safeguarding Children

- Understand the implications of the safeguarding policy, procedures and related policies and procedures;
- Ensure that safeguarding is considered in respect of organisational risk and any strategic planning;
- Be aware of, and be available to, those staff who have a specific responsibility for safeguarding as identified in this document.

Safeguarding Review Group

- Co-chaired by the Designated Director for Safeguarding Children and the Designated Director for Safeguarding Adults
- Establish its terms of reference and membership, reviewing them annually;
- Devise a strategy for the routine monitoring of Poplar HARCA's safeguarding policies and practices
- Ensure resources are allocated to support sound safeguarding practice which will include training, supervision and IT systems
- Instigate an annual review of the safeguarding policy and procedures (relevance, compliance and outcomes) reporting this to Audit and Risk Committee
- Ensure that there is a coordinated approach to safeguarding across Poplar HARCA and between child and adult safeguarding.

Appendix 2: Contact details for those with child safeguarding responsibilities

Role	Name	Contact Details
Board member for safeguarding children	John Norman	John.norman@poplarHARCA.co.uk
Designated safeguarding director (DSD)	Babu Bhattacharjee	babu.bhattacharjee@poplarHARCA.co.uk 07932616630
Designated safeguarding lead (DSL)	Daniel Rose	daniel@wearespotlight.com 07957396868
Designated safeguarding officers for each Spotlight site (DSOs)		
Youth Service Manager	Thom Palser	thom@wearespotlight.com 07958963198
Youth Service Manager	Khadija Begum	khadija@wearespotlight.com 07764422071
Bromley South (Linc)	Yemi Aderibidbe	yemi@wearespotlight.com 07958590947
Lansbury (Spotlight)	Fatima Jagne	fatima@wearespotlight.com 07506842614
Mile End (St Pauls Way)	Nahim Ahmed	nahim@wearespotlight.com 07814174720
Bromley North (Ian Mikardo)	Suzanne Howard	suzanne@wearespotlight.com 07957346273
Poplar (Workhouse)	Alkhad Ali	alkhad.ali@neighboursinpoplar.com 07465993746
Bow East (Eastside)	Shabul Miah	shabul@wearespotlight.com 07970 226 509
Bow West	Emmanuel Baidoo	emmanuel@wearespotlight.com 07984723474
Isle of Dogs	Nahim Ahmed	nahim@wearespotlight.com 07814174720
Designated safeguarding officers for other teams/services outside of Spotlight:	Daniel Rose	daniel@wearespotlight.com 07957396868

Appendix 3: Impact Assessment

How does the policy/procedure/strategy contribute to Poplar HARCA's aims?	By safeguarding children and young people from abuse Poplar HARCA is empowering children and young people to grow and seize opportunities.
Which group(s) of people benefit from the policy/procedure/strategy? If any group could be disadvantaged, what is the mitigation or justification?	Young people benefit. No group will be disadvantaged by this policy.
How have residents been involved in developing the policy/procedure/strategy? If they have not been involved, why not?	NSPCC led a review of the safeguarding policy and consulted with young people as part of this process. We provide services and support to children and their families in our network of community centres, Spotlight and through our housing services. Our experience with these residents has informed this policy.
How will the policy/procedure/strategy be monitored and measured? (e.g. performance indicators?)	Monitored by the Safeguarding Review Committee. Major youth service funders provide feedback on an annual basis on policy. London Youth review policy as part of the quality mark process.
If any, what are the Value for Money implications?	N/A
Will personal data be collected, stored, used or shared? If yes, a privacy impact assessment must be carried out.	Yes. A privacy impact assessment is carried out