

Safeguarding and Child Protection Policy

Safeguarding Children

Policy statement

The Lloyd Park Children's Charity will work with children, parents and the community to ensure the rights and safety of children are paramount to give them the very best start in life.

The Lloyd Park Children's Charity ensures we meet the four key commitments of the Safeguarding Children Policy. All Members of staff, volunteers and Trustees are expected to familiarise themselves with the Centre's Child Protection policy and follow procedures for recording and reporting concerns:

Key commitment 1 The organisation is committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.

Key commitment 2 The organisation is committed to responding promptly and appropriately to **all** incidents or concerns of abuse that may occur. To work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (HMG 2006). Working together to safeguard children.

Key commitment 3 The Lloyd Park Children's Charity is committed to promoting awareness of child abuse issues throughout its training and learning programmes. It is also committed to empowering young children, through the Early Years Framework promoting their right to be strong, resilient and listened to.

Key commitment 4 The Lloyd Park Children's Charity has due regard to the need to prevent people from being drawn into terrorism.

1. Staff and Trustees

- **Keri Cooper** is responsible for coordinating all aspects of safeguarding and child protection within the organisation.

- The staff members with designated responsibility (see Safeguarding display board at settings) ensure that procedures are followed in relation to record keeping.
- We ensure all parents, members of staff, volunteers, learners and Trustees are made aware of our safeguarding policies and procedures.
- We provide adequate and appropriate staffing resources to meet the needs of children.
- Applicants for posts within the organisation are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure and Barring Service (DBS) before posts can be confirmed.
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information.
- We abide by Ofsted requirements in respect of references and DBS check for members of staff, volunteers, learners and Management Committee to ensure that no disqualified person or unsuitable person works at the setting or has access to the children.
- Volunteers do not work unsupervised when around children.
- We record information about staff qualifications and the identity checks and vetting processes that have been completed including: the DBS disclosure reference number, the date the disclosure was obtained, the date it should be renewed, details of who obtained it.
- We inform all members of staff, volunteers, learners and Trustees that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during employment with the organisation)
- We abide by the Protection of Vulnerable Groups Act (2006) requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have lead to dismissal for reasons of child protection concern.
- All members of staff, volunteers, learners and Trustees have a structured induction including training on Safeguarding and sign to confirm that have read and understood the centre's policies and procedures that includes the staff code of conduct
- We have procedures for recording the details of visitors to the setting.

- We take security steps to ensure that we have control over who comes into the settings so that no unauthorised person has unsupervised access to the children.
- We take steps to ensure children are not photographed or filmed on video for any other purposes than to record their development or their participation in Roleplay, displays, or events organised by the organisation. In order to safeguard children, the use of mobile phones is strictly prohibited by parents around the children in our care. Parents using all services sign a consent form and have access to records holding visual images of their child. Parents also sign a consent for their child's photo to be used in promotional material for the centre and for Roleplay magazine.
- Members of staff, volunteers, learners and Trustees have a duty of care to escalate any concerns and disclosures made.
- The Chair of the Trustee Board will be informed of any serious incident.

2. Responding to suspicions of abuse

See separate resource handbook for Signs of abuse, domestic violence and abuse, vulnerability to extremism.

- We acknowledge that abuse of children can take different forms - physical, emotional, and sexual, as well as neglect and domestic violence.

Our first responsibility is to all children in our care this means that every members of staff, volunteers, learners and Trustees needs to be aware of signs of abuse. Please see separate handbook on Possible signs and Indicators of Abuse.

Any suspicions about abuse and domestic violence or extremism are noted and brought to the attention of the named Safeguarding Leads.

The Lloyd Park Children's Charity promotes the values of democracy, the rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs. We will teach and encourage individuals to respect one another and to respect and tolerate difference, especially those of a different faith or no faith. It is indeed our most fundamental responsibility to keep our pupils safe and prepare them for life in multi-cultural Britain and globally.

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

The Lloyd Park Children's Charity values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values. Both pupils/students and teachers have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

Definitions of radicalisation and extremism, and indicators of vulnerability to radicalisation are in Appendix 1.

The Centre is aware that children can be exposed to extremist influences or prejudiced views from an early age which emanate from a variety of sources and media, including via the internet, and at times children may themselves reflect or display views that may be discriminatory, prejudiced or extremist, including using derogatory language. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. The Lloyd Park Children's Charity is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

The Lloyd Park Children's Charity seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

Any prejudiced, discrimination or extremist views, including derogatory language, displayed by children, parents, volunteers, learners, staff members or management committee members will always be challenged and where appropriate dealt with in line with our Achieving Positive Behaviour Policy and the Code of Conduct and Disciplinary Procedure.

3. Principles

The Lloyd Park Children's Charity in its decision making, policy implementation and daily practices related to domestic violence, is guided by three important and fundamental principles:

- the immediate and longer term safety for children and their parent at risk;
- the best interests of the child; and
- the responsibility for violence always rests with the perpetrator.

The Lloyd Park Children's Charity makes comprehensive assessment regarding the protective factors of children and the effects of domestic violence inform decision-making regarding the types of services and interventions needed for children living with violence. Additional assessment factors that influence the impact of domestic violence on children include:

- When children are suffering from physical, sexual or emotional abuse, or may be experiencing neglect or domestic violence this may be demonstrated through the things they say (direct or indirect disclosure) or through changes in their appearance, their behaviour, or their play.
- We take into account factors affecting parental capacity, such as social exclusion, parent's drug or alcohol abuse, mental or physical illness or parent's learning disability.
- We are aware of other factors that affect children's vulnerability such as abuse of disabled children, fabricated or induced illness, child abuse linked to beliefs in spirit possession, sexual exploitation of children such as through internet abuse and female Genital Mutilation that may affect or may have affected children and young people using our provision.
- We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or maybe victims of child trafficking. *(While this may be less likely to affect young children in our care we may become aware of any of these factors affecting older children and young people who we may come into contact with.*
- Where we believe a child in our care or known by us may be affected by any of these factors we follow the procedure for reporting child protection concerns.

- Where such evidence is apparent, the person raising the concern makes a dated record of the details and discusses what to do with the settings designated persons. The information is stored on the child's personal file.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation. NB In some cases this may mean the police or another agency identified by the Local Safeguarding Children's Board.
- We take care not to influence the outcome either through the way we speak to children or by asking questions of children.

4. Procedures for reporting concerns

- Where a child makes comments to any member of staff, including volunteers and Trustees, that gives cause for concern (refer to safeguarding resources pack), listen to the child, offers reassurance and gives assurance that she or he will take action; does not question the child;
- The practitioner makes a written record on a Child Protection 1 form (CP1) see appendices; if necessary, complete a body chart to identify injury as required.
- These records are signed and dated and kept in the identified confidential folder within the child's personal file which is kept secure.
- A member of Safeguarding Team as designated person is informed of the issue at the earliest opportunity. Using the London Continuum of Need the situation is assessed to determine whether it sits within Universal plus services, Early Help or Social Care.
- Early help and threshold criteria for intervention is the multi-agency threshold to use as a point of reference when assessing level of support needed or risks present. Professionals should refer to the threshold document before making a referral to the MASH team. Multi-Agency referral form/single request for help and support or protection. See appendices.
- Calling the police in regard to a terrorist attack.
- **Procedures for reporting concerns for Young People aged 16-19.**

- We take into account the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse is suspected we follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been or to prevent harm to a child or adult. The designated SG led would only share confidential information without consent here not sharing it could be worse than the outcome of having shared it.

5. Working with parents in Child Protection

- Parents are normally the first point of contact. We discuss concerns with parents to gain their view of events, unless we feel this may put the child at significant risk. We inform parents where we have made a record of concerns on their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the guidance of The Local Safeguarding Children Board does not allow this, for example where it is believed that a child may be exposed to significant risk.
- If the safeguarding lead is able to justify that seeking a consent for MASH information sharing would place a child at further risk of harm or cause unnecessary delay, the safeguarding lead may choose to deviate from the normal approach of seeking consent.

6. Liaison with other agencies

- We work within the Local Safeguarding Children Board and Ofsted guidelines.
- We have a copy of 'What to do if you're worried a child is being abused' for all users of the centre.

- We have procedures for contacting the local authority on child protection issues. This includes the contact details for the LADO, MASH team.
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.
- Looked after children (LAC)

7. Looked after children

- The designated safeguarding lead person and the key person liaise with the LAC team and any other agencies involved with the child.
- Any changes, especially with regard to the birth parent's or foster carer's role in relation to the setting only takes place after discussion and agreement with the child's social worker.

8. Allegations against staff and volunteers

- We ensure that all parents know how to make a complaint about all staff members including volunteers.
- We follow the guidance of the Local Safeguarding Children.
- We respond to any inappropriate behaviour, displayed by any service user or member of staff, or disclosure by children:
- Inappropriate sexual comments
- Excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.
- If the allegations are about the Centre Manager or any members of Senior Leadership Team, members of staff, volunteers or Trustees, should contact a designated member of Safeguarding Team who will contact Local Authority Designated Officer (LADO: 0208 496 3646, 0208 496 8276. Out of hours: 0208 436 3000).
- Failure to report, would be a disciplinary matter.
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which may affect the wellbeing of children or where an allegation of abuse is made against a member of staff. Notifications to Ofsted are made as soon as is reasonably

practicable, but at least within 14 days of the allegations being made. It is offence not to do this.

- Where the senior leadership team and LADO agree it is appropriate in the circumstances, the Chief Executive Officer will suspend the member of staff on full pay, or the volunteer or student for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff as well as children and families throughout the process.

9. Dealing with Disagreement and Escalation of Concerns

The Designated Safeguarding Lead will:

- Contact the line manager in children's social care if they consider that the child is not being adequately safeguarded by the child protection plan and follow this up in writing.
- Use the escalation policy as follows if this does not resolve the concern.

10. Professional Conflict Resolution

Dissent at Referral and Enquiry Stage

- Professionals providing services to children and their families should work co-operatively across all agencies, using their skills and experience to make a robust contribution to safeguarding children and promoting their welfare within the framework of discussions, meetings, conferences and case management.
- All agencies are responsible for ensuring that their staff members are competent and supported to escalate appropriately intra-agency and inter-agency concerns and disagreements about a child's wellbeing.
- Concerns or disagreements may arise over another professional's decisions, actions or lack of actions in relation to a referral, an assessment or an enquiry. Professionals should attempt to resolve differences through discussion and / or meeting within a working week or a timescale that protects the child from harm (whichever is less). If the professionals are unable to resolve differences within the timescale their disagreement must be addressed by more experienced / more senior staff.

- Most day-to-day inter-agency differences of opinion will require a Local Authority Children's Social Care team manager to liaise with their (first line manager) equivalent in the relevant agencies, e.g. a police detective sergeant, a named or designated health professional or a Designated Teacher. These first line managers should seek advice from their agency's nominated / designated child protection adviser.
- If agreement cannot be reached following discussions between the above line managers within a further working week or a timescale that protects the children from harm (whichever is less), the issue must be referred without delay through the line management to the equivalent service manager, detective inspector, Owner/ manager or other designated senior professional.
- Alternatively, (e.g. in health services), input may be sought directly from the designated doctor or nurse in preference to the use of line management.
- The professionals involved in this conflict resolution process must record each intra- and inter-agency discussion they have, approve and date the record and place a copy on the child's file together with any other written communications and information.

Dissent Regarding the Implementation of A Protection Plan

- Concern or disagreement may arise over another professional's decisions, actions or lack of actions in the implementation of the child protection plan, including the timing, accuracy or decision-making of core group meetings, progress of the plan or professional practice.
- Professionals should attempt to resolve differences in line with the actions outlined above.

Where Professional Differences Remain

- If professional differences remain unresolved, the matter must be referred to the heads of service for each agency involved. The Lloyd Park Children's Charity's staff students and volunteers can refer to member of Designated safeguarding team.
- In the unlikely event that the issue is not resolved by the steps described above and / or the discussions raise significant policy issues, the matter should be referred urgently to the LSCB for resolution. See also section 18.2.14. Monitoring and evaluation function -London Child Protection Procedures.

- Professionals in all agencies have a responsibility to act without delay to safeguard the child (e.g. by calling for a case to be allocated or for a strategy meeting / discussion, for a core group meeting or for a child protection conference or review conference).

Disciplinary action

- Where a member of staff, volunteers or Trustees has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Independent Safeguarding Authority (ISA) of relevant information so that individuals who pose a threat to children (and vulnerable groups), can be identified and barred from working with these groups.

11. Training

- The Lloyd Park Children's Charity annual team training day is dedicated to updating Safeguarding Training which is compulsory for all staff members to attend.
- Staff members with designated responsibility for Child Protection undertake appropriate training as required.
- All new team members and volunteers are inducted into our safeguarding policies and procedures, and complete the NSPCC modules of abuse.
- Further safeguarding training may be identified during supervision and provided.
- Training provided at The Lloyd Park Children's Charity does not give a platform for extremist views to be expressed, views that risk drawing people into terrorism or are shared by terrorist groups are not prohibited. External speakers at training events are risk assessed to ensure material delivered is of suitable content.

12. Safety Online

The Lloyd Park Children's Charity supports children, parents, volunteers, learners, members of staff and Management Committee members to stay safe online, both in the centre and outside. Staff at the centre are aware of the risks posed by the online activity of extremist and terrorist groups

13. Planning

The layout of the areas allows for constant supervision. No child must be left alone with members of staff, volunteers, learners and Trustees in a one-to-one situation without being visible to others.

14. Curriculum

We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be *strong, resilient and listened to* and that they develop an understanding of why and how to keep safe.

We create within the work of the organisation a culture of value and respect for the individual, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background. We ensure that this is carried out in a way that is developmentally appropriate for the children.

We ensure that British values are imbedded in practice throughout the delivery of the Foundation Stage.

15. Support to families

- We believe in building trusting and supportive relationships with families, Members of staff, volunteers, learners and Management Committee in the group.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, providing

information, monitoring of the child, and liaising at all times with the local children's social care team.

- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- We follow the Child Protection Plan as set by the child's social care worker in relation to the setting's designated role and tasks in supporting the children and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure and only if appropriate under the guidance of the Local Safeguarding Children Board.

16. Legislative Framework

Primary legislation

- Children Act (1989 s47)
- Protection of Children Act (1999)
- Data Protection Act (2003)
- The Children Act (Every Child Matters) (2004)
- Safeguarding Vulnerable Groups Act (2006)
- UN Convention Rights of child 1989
- Working together to Safeguard Children (2015)

Secondary legislation

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equalities Act (2010)
- Data Protection Act (1998)
- Non Statutory Guidance
- Prevent Duty (2015)

Further Guidance

- Working Together to Safeguard Children (HMG 2015). What to do if you're Worried a Child is Being Abused (HMG 2006)
- Framework for the Assessment of Children in Need and their Families (DoH 2000) -The Common Assessment Framework for Children and Young People: A Guide for Practitioners (CWDC 2010)

- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2007)
- Information Sharing: Guidance for Practitioners' and managers Guide (HMG 2008)
- Independent Safeguarding Authority: www.isa-gov.org.uk

17. Appendix 1 Indicators of Vulnerability to Radicalisation

1. Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

2. Extremism is defined by the Government in the Prevent Strategy as:

Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

3. Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;

Seek to provoke others to terrorist acts;

Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or

Foster hatred which might lead to inter-community violence in the UK.

4. There is no such thing as a "typical extremist": those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

5. Pupils may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists

exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that school staff are able to recognise those vulnerabilities.

6. Indicators of vulnerability include:

Identity Crisis – the student / pupil is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

Personal Crisis – the student / pupil may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;

Personal Circumstances – migration; local community tensions; and events affecting the student / pupil's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;

Unmet Aspirations – the student / pupil may have perceptions of injustice; a feeling of failure; rejection of civic life;

Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;

Special Educational Need – students / pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

7. However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

8. More critical risk factors could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations; and

- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Policy Name	Safeguarding Children and Child Protection Policy
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This policy was developed by	Governance and Accountability Sub Group
These people were consulted/ involved in developing the policy	Senior Leadership Team Safeguarding Team
This Policy was adopted by	Management Committee
Date	March 2018
Signed	
Name	James Wragg
Role	Chairperson
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