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| Policy Number: | 2 |
| Policy Name: | Safeguarding Children |
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| Policy Author/Owner | Ali Battersby |

1.0 Overview

This policy outlines The Benjamin Foundation (TBF) approach to preventing and reducing the risk of harm to children (aged under 18) who are experiencing or are at risk from abuse, neglect or exploitation.

Children may be vulnerable to neglect and abuse or exploitation. This can take a variety of forms including: sexual, physical, emotional and psychological abuse; neglect; domestic abuse, including controlling or coercive behaviour; exploitation by criminal gangs and organised crime groups; trafficking; online abuse; sexual exploitation and the influences of extremism leading to radicalisation. The four recognised categories of child abuse are: physical; sexual; psychological and emotional abuse; and neglect.

A child is defined as anyone who has not yet reached their 18th birthday as defined under the Children Act 1989, irrespective of circumstances and including unborn children.

This policy has links to other TBF policies and should be read in conjunction with the Safeguarding Adult policy (over 18's).

2.0 Purpose and Scope

- 2.1 The purpose of this policy is to protect children and young people who receive TBF services from harm. This includes the children of adults who use our services.
- 2.2 To provide staff and volunteers, as well as children, young people and their families with the overarching principles that guide our approach to child protection.
- 2.3 This policy applies to anyone working on behalf of TBF, including senior managers and the Board of Trustees, paid staff, volunteers, sessional workers, agency staff and students.

2.4 TBF School based staff will adhere to each individual school's Safeguarding policy and procedures in addition to this policy.

2.5 Town Tots, Kidzone and The Old School Nursery to use this policy in conjunction with their own Safeguarding and Child Protection Policy

3.0 TBF approach

3.1 This Policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. This includes the Children Act 1989 and 2004 legislation and guidance, Working Together to Safeguard Children 2023, and the Supported Housing Ofsted quality standards (Regulation 20) with regards to the safeguarding of children and young people.

3.2 All TBF colleagues have a duty to act upon any Safeguarding concerns.

3.3 TBF recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

3.3 TBF make sure colleagues in direct contact with children in all of our services are aware of the signs of abuse and know the appropriate action to take when any concerns are raised. Training is provided to colleagues appropriate to their role within the organisation.

3.4 We take a child-centered approach when working with individuals, family members and their representatives. We support and assess their circumstances and recognise the

confidentiality of all the individuals concerned. However, the safety of the individual child/children is paramount and where it is suspected that abuse may be occurring and a child / children is in immediate risk of harm we will contact the emergency services and authorities.

- 3.5 We will record and monitor all Safeguarding incidents and concerns.
- 3.6 We will work in partnership with local safeguarding agencies and relevant partners, to respond to concerns or incidents of abuse and make safeguarding enquiries in accordance with statutory procedures.
- 3.7 We will recognise children as victims of domestic abuse in accordance with the Domestic Abuse Act 2021. A victim of domestic abuse includes a child who sees or hears or experiences the effect of the abuse and is related to either person where behaviour of a person towards another person is domestic abuse.
- 3.8 We will share information for the purposes of safeguarding and will comply with the statutory duty to provide information where requested. We have developed processes and procedures along with principles for sharing information and reporting.
- 3.9 We will handle data in accordance with the Data Protection Act, UK General Data Protection Regulation and TBF's Data Protection Policy.
- 3.10 We will meet our responsibilities in the safer recruitment, selection and vetting of colleagues by using the Disclosure and Barring Service and undertake any other pre-employment screening checks as appropriate, as well as carrying out separate Safer Recruitment Interviews, where applicable.
- 3.11 We will provide support and supervision for employees, creating a safe environment in which they feel able to discuss safeguarding issues, including where they have concerns about the behaviour of another TBF colleague in line with our Whistleblowing Policy.
- 3.12 We will address any allegations or suspected abuse by a TBF colleague through formal statutory investigative procedures, referring to the Local Authority Designated Officer (LADO) and will report cases to the police where appropriate. Further action may be taken through our own internal disciplinary procedures.

3.13. TBF will provide effective management for colleagues through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies and procedures confidently and competently.

3.14 TBF recognise the emotional impact on staff of recognising and reporting safeguarding concerns. Employee support will be available through line managers and our employee assistance programme.

4.0 Appendices

- The Benjamin Foundation Safeguarding Handbook
- Safeguarding procedure

Safeguarding referrals and decisions not to refer (DNTR) within TBF should be recorded on the safeguarding reporting form, which can be accessed via the QR code below:



5.0 Related TBF Policies

- 1A Safer Recruitment Policy
- 2B Safeguarding Adults Policy
- 3B Whistleblowing Policy
- 4 Confidentiality Policy

- 5 Data protection Policy
- 7 Equality and Diversity Policy
- 14 Lone Worker Policy
- 18 Volunteer Policy

6.0 Supporting Information, Documents, Legislation References or Other Resources

This policy has been drawn up on the basis of law and guidance that seeks to protect vulnerable people, including (but not exclusively):

- Children Act 1989, 2004 and the Children and Social Work Act 2017
- Children and Families Act 2014
- Domestic Abuse Act 2021
- Modern Slavery Act 2015
- The Protection of Children Act 1999
- Counter Terrorism and Security Act 2015
- Working Together to Safeguard Children (2023)
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- Female Genital Mutilation Act 2011
- Data Protection Act and General Data Protection Regulation
- Safeguarding Vulnerable Groups Act 2007
- NCC & SCC Safeguarding Children Partnership, Policy & Procedures
- Supported Housing Ofsted quality standards (Regulation 20)
- Keeping Children Safe in Education 2024