



## **Safeguarding Children and Vulnerable Adults Policy**

### **1. Introduction**

1.1 Heads Up sees the safety and welfare of children and Young People (C&YP) as its first priority and all Heads Up's work will focus on its effects on C&YP and how to improve their long term wellbeing. Heads Up staff are likely to acquire information about possible child protection risks to children during the practice of undertaking home visits or during the running of group or workshop sessions.

- We understand that as a provider of services, we will come across things which affect the safety and welfare of C&YP.
- We also understand that we may be the first agency to become aware of these issues. We take our duty to act on these concerns extremely seriously.
- We recognise that the welfare of the C&YP is paramount, as prescribed in the Children Act 1989.
- Safeguarding is everyone's responsibility: for services to be effective, every person involved in Heads Up should play their full part.
- We will take a child-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of C&YP.
- We will ensure that our approach is child centred in terms of language and style.
- For our approach to be truly effective, working together with C&YP, their parents, carers and other agencies, is essential.
- All concerns are shared as soon as practicably possible with an appropriate senior member of staff and recorded and dealt with appropriately.
- For our approach to be truly effective, we must always seek to support an open, transparent, reflective and supportive culture.
- Heads Up recognise the need for ongoing Training and Supervision of Heads Up staff in line with Safeguarding Children's Board (SCB) and the Competency Framework.

### **2. Relevant legislation and guidance**

2.1 Heads Up 's policy takes into account the legal and procedural framework for safeguarding children and vulnerable adults. All of the following provide the legal and procedural framework for safeguarding Children, Young People and Vulnerable Adults:

- The Children Act 1989
- The United Nations Convention on the Rights of the Child (ratified by UK Gov.1991)

- The Human Rights Act 1998
- The Protection of Children Act 1999
- Every Child Matters 2003
- The Sexual Offences Act 2003
- What to do if you're worried a child is being abused. 2015
- The Children Act 2004
- National Service Framework for Children, Young People & Maternity Services 2004
- Common Assessment Framework for Children and Young People 2005
- The Safeguarding Vulnerable Groups Act 2006
- The Children and Social Work Act 2017
- Working Together to Safeguard Children 2023
- The Care Act 2014
- Keeping Children Safe in Education 2022
- Safeguarding Children's Board

2.2 The Children Act 1989 defines a 'child' as a person under the age of 18.

### **3. Equality statement**

3.1 In our approach to keeping children and young people safe, we will make sure that all children and young people have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. We understand that for any of these considerations. We may need to tailor our approach accordingly.

### **4. Child Protection System in England**

4.1 The Department for Education (DfE) is responsible for child protection in England. It sets out policy, legislation and statutory guidance on how the child protection system should work.

4.2 From **29 June 2018**, local safeguarding children's boards (LSCBs) are being replaced by safeguarding partners, who are responsible for child protection policy, procedure and guidance at a local level.

4.3 The local safeguarding arrangements are led by three statutory safeguarding partners:

- the local authority
- the clinical commissioning group
- the police.

4.4 Working together with other relevant agencies, Early Help, Social Care, Health, Police and Education establishments, they must co-ordinate and ensure the effectiveness of work to protect and promote the welfare of

children, including making arrangements to identify and support children at risk of harm.

## 5. Our Approach

5.1 We will seek to keep children and young people safe. In all instances of concern regarding the safety of a child or young person, every effort should be made to work alongside Local Safeguarding Partnerships.

5.2 In order to reflect statutory guidance on safeguarding children and young people, Heads Up will have arrangements in place which address the following areas:

- A clear line of accountability designed to safeguard and promote welfare of children.
- A designated Board member to take leadership responsibility for the organisation's safeguarding arrangements.
- A culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services.
- Clear whistleblowing procedures. **(See separate procedure).**
- Arrangements that set out clearly the processes for sharing information, with other professionals and within the Local Safeguarding Children Partnerships. **(See separate procedure).**
- Designated safeguarding lead (DSL) **Heads Up's DSL Lead is Kate Harris.**
- Safe recruitment practices for individuals we permit to work regularly with children, including policies on when to obtain a criminal record check. **(See separate procedure).**
- Appropriate supervision and support for staff, including undertaking safeguarding competency evidence and training.
- Ensuring that our staff are competent and empowered to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their role.
- Giving our staff a mandatory induction, which includes familiarisation with child protection and young people's safeguarding responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare.
- Regularly review of individual staff competency and evidence to ensure they improve over time, to ensure they develop skills and knowledge over time.
- Have clear policies in line with those from the LSC partnerships for dealing with allegations against people who work with children. **(See separate LADO procedure).** Such policies should make clear distinction between an allegation, a concern about the quality of care or practice or a complaint. An allegation may relate to a person who works with children who has:
  - Behaved in a way that has harmed a child, or may have harmed a child;
  - Possibly committed a criminal offence against or related to a child; or

- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

## 6. Review and monitoring

- 6.1 This policy and associated procedures will be reviewed by the Board yearly or sooner if one of the following occurs:
- Changes in Legislation
  - An issue with the current policy is identified

## 7. Confirmation of understanding

- 7.1 Heads Up staff: [click here](#) to confirm you have read and understood this policy. If the hyperlink doesn't work please email [hello@headsupleicester.org.uk](mailto:hello@headsupleicester.org.uk) to confirm.

## 8. Revision History

Revision	Date	Changes Made
V1	23.07.2019	Policy created and approved by Heads Up Board
V2	23.11.2020	Policy reformatted into standard CFF format
V3	07.12.2022	Relevant legislation and guidance quoted updated.
V4	22.04.2024	Policy reformatted into standard Heads Up format
V5	06.09.2024	Relevant legislation and guidance quoted updated.