

Safeguarding Children Policy Statement

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This policy should be read alongside our policies, procedures, and guidance on:

- Safeguarding Children Procedures Policy
- Checking Employees Through DBS Policy
- Data Protection Policy
- Disciplinary Policy & Procedures
- Employment of Temporaries Policy
- Equal Opportunities Policy
- Selection and Recruitment Policy
- Volunteering Policy
- Whistleblowing Policy
- Code of Conduct

Safeguarding Children Policy Statement

SAFEGUARDING IS EVERYBODY'S BUSINESS

Ultimately, effective safeguarding of children can only be achieved by putting children at the centre, and by every individual and service playing their full part, working together to meet the needs of vulnerable children.

All WellChild employees have a duty to safeguard and promote the welfare of children and young people, including:

- **Being alert to the possibility of abuse and neglect** through observation or by professional judgment made as a result of information gathered or witnessed about the child/young person/ family member, or concerning behaviours of any WellChild Staff, Volunteers or Board Members.
- **Knowing how to deal with a disclosure or allegation** of abuse/neglect;
- **Undertaking training** as appropriate for their role and keeping themselves updated;
- **Being aware of and following the local policies and procedures** they need to follow if they have a concern;
- **Sharing appropriate information** in a timely way;
- **Discussing any concerns** about an individual, ensuring appropriate advice and support is accessed either from managers, Designated Safeguarding Officer or with local authority children's social care;
- **Ensuring contemporaneous records are kept** at all times.

Statement of intent:

WellChild is committed to safeguarding the welfare of children and young people and to the principle that 'welfare of the child is paramount'.

The charity recognises that all children and young people have equal rights to protection from harm, acknowledges the duty of care to safeguard and promote the welfare of children, and is committed to ensuring the organisation complies with best practice.

It is recognised that all children and young people are an especially vulnerable group and it is vital that the appropriate safeguards are in place for their protection. It is also

recognised that some groups of children, including children and young people with a disability or long term health condition can be particularly vulnerable to abuse.

A child for the purposes of this policy, as defined by the Children Act 1989 & 2004, is anyone who has not yet reached their 18th birthday.

WellChild's commitment includes:

- Recognising that the welfare of the child or young person is paramount.
- Ensuring that the safeguarding of children is of high priority within the organisation, and that robust safeguarding arrangements and procedures are in place.
- Ensuring all children or young people who come into contact with WellChild and its employees, Trustees, agency employees, subcontractors, volunteers or anyone else working on behalf of or representing WellChild have the right to protection from abuse regardless of their age, race, ethnicity, gender, gender reassignment, disability, sexual orientation, religion, faith or beliefs, or socioeconomic background.
- Ensuring the rights, dignity and worth of a child are always respected.
- Working in partnership with children, young people, their parents, carers, families and other agencies which is essential in promoting young people's welfare.
- Ensuring all concerns, suspicions and allegations of abuse are taken seriously and responded to quickly and appropriately, with appropriate action taken and support provided to the individual(s) who raise or disclose the concern.
- Ensuring that all employees, Trustees, agency employees, subcontractors, volunteers or anyone else working on behalf of or representing WellChild understand their responsibility to report concerns.
- Ensuring safe recruitment, selection and vetting practices are always followed to prevent the employment of unsuitable individuals.
- Provision of adequate training to WellChild employees and others to whom this policy applies.
- Ensuring that WellChild Nurses understand their contractual obligations to adhere to their NHS employer safeguarding policies and procedures.
- Ensuring that any WellChild employees providing contracted or other services to or in conjunction with third party organisations fully understand the policies and procedures of those partner organisations.

Who this policy applies to:

This policy applies to all employees, trustees, agency employees, subcontractors, volunteers or anyone else working on behalf of or representing WellChild.

Purpose:

The purpose of this policy and related policies and procedures is to set out clearly the safeguarding roles, duties and responsibilities of the organisation and to:

- Provide protection for the children and young people who come into contact with WellChild and its employees and volunteers and other relevant persons (as described above).
- Provide all employees, volunteers and other relevant persons with appropriate training, up-to-date information and support regarding safeguarding children and young people within the context of WellChild's work and outside of work if relevant.
- Ensure all employees, volunteers and other relevant persons understand their individual responsibilities to safeguarding within the context of WellChild's work and outside of work if relevant.
- Outline principles, attitudes, expectations and ways of working that recognise that safeguarding is everybody's business and that the safety and well-being of those in vulnerable circumstances is at the forefront of the Charity's ethos.
- Provide clear procedures to be followed in the event that they suspect a child or young person may be experiencing or be at risk of harm, are the recipients of a disclosure relating to harm or risk of harm to a child or young person, or in the event that an allegation is made against a member of staff, volunteer or other relevant persons.
- Clearly identify both individual and organisational responsibilities in relation to safeguarding children and young people.
- Ensure that all WellChild employees and other relevant persons understand their responsibilities to disclose information to the charity regarding all safeguarding issues even if they are outside of work.

Accountability:

Final accountability for ensuring that WellChild fulfils its child protection and safeguarding children responsibilities falls to the Board of Trustees. However, responsibility is delegated to the Chief Executive and Designated Safeguarding Officer who will be responsible for:

- Enforcing and implementing the actions set out within the Safeguarding Children Policy & Procedures.
- Being available to all employees/volunteers/relevant persons to discuss any child protection issues or concerns.
- Maintaining a confidential record of all child protection related documents and reports.
- Receiving and recording information regarding child protection concerns.
- Assessing the information promptly and carefully, clarifying or obtaining more information about the matter as appropriate.

- Consulting with the relevant statutory agencies regarding any child protection concerns raised.
- Making formal referrals to relevant statutory agencies regarding any child protection concerns.
- Providing relevant support to any individual(s) who raise or disclose safeguarding concerns.

Whilst ultimate responsibility is detailed above WellChild believes that safeguarding is the responsibility of all employees to ensure that the policy statement and related procedures are implemented. All employees, volunteers and relevant persons are responsible for ensuring that the activities they are involved in during the course of their work are carried out in accordance with this policy and the procedures relating to it. Employees, volunteers, and all relevant people associated with or acting on behalf of WellChild also have a responsibility to seek support, advice and guidance when needed.

Reporting and Policy Review:

An annual Safeguarding report will be made available to the Board of Trustees at the AGM each year.

To ensure continued effectiveness, this policy will be reviewed by the Designated Safeguarding Officer and Senior Management Team as required but at least annually, and annually by Trustees as part of the Board of Trustees rolling policy review schedule.

References:

This Policy and accompanying Procedures have been developed in line with the principles of The Children Act 1989 and The Children Act 2004, the statutory guidance [Working Together to Safeguard Children 2018](#) and with reference to the following:

- Children Act 1989 (section 17 and section 47)
- Children Act 2004
- Children and Social Work Act 2017
- Adoption and Children Act 2002
- Childcare Act 2006
- Children and Families Act 2014
- Counter Terrorism and Security Act 2015
- Female Genital Mutilation Act 2003
- Human Rights Act 1998
- Protection of Freedoms Act 2012
- Safeguarding Vulnerable Groups Act 2006
- UN Convention on the Rights of the Child
- Coronavirus Act 2020

It is essential that this statement should be read in conjunction with WellChild's Safeguarding Children Policy & Procedure.