

# **Thriveology Wellness CIC**

**Child Protection Policy.**

**March 2025**



# CHILD PROTECTION POLICY

MARCH 2025

## POLICY STATEMENT

At Thriveology Wellness CIC, we recognise our moral and statutory responsibility to safeguard and promote the welfare of all children. We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feel secure, able to talk and believe that they are being listened to. The purpose of this policy is to provide staff and volunteers with the framework they need in order to keep children safe and secure, and to inform parents and guardians how we will safeguard their children whilst they are in our care.

Specific guidance is available to staff within the procedure documents.

## DEFINITIONS

Within this document:

**Child protection** is an aspect of safeguarding but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

The term **staff** applies to all those working for or on behalf of Thriveology, full time or part time, in either a paid or voluntary capacity. This also includes parents.

**Child** refers to all young people who have not yet reached their 18<sup>th</sup> birthday.

**Parent** refers to birth parents and other adults in a parenting role for example adoptive parents, step-parents, guardians and foster carers.

**Abuse** could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and / or failure to provide proper care. Explanations of these are given within the procedure document.

## AIMS

- To provide staff with the framework to promote and safeguard the wellbeing of children and in so doing ensure they meet their statutory responsibilities.
- To ensure consistent good practice across the school.
- To demonstrate our commitment to protecting children.

## PRINCIPLES AND VALUES

- Children have a right to feel secure and cannot learn effectively unless they do so.
- All children have a right to be protected from harm.
- All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm, whilst taking into account any contextual safeguarding.
- We acknowledge that is essential that we work in partnership with other agencies that protect children and reduce risk and so we will engage in partnership working throughout the child protection process to safeguard children.
- Whilst Thriveology will work openly with parents as far as possible, it reserves the right to contact Children's Social Care or the Police, without notifying parents if this is believed to be in the child's best interests.
- All adults working within the organisation should maintain professional curiosity if they are concerned about a child.



## REPORTING AND RESPONDING TO CONCERNS

We have established clear lines of accountability, training and advice to support the process of child protection and individual staff within that process.

At Thriveology, any individual can contact the Designated Safeguarding Lead (DSL) or their Deputy (DDSL) if they have concerns about a child or young person.

The **DSL** is Charlotte Martyn (Company Director) and the **DDSL** is Lana Knapp.

As an employer we follow safer recruitment guidance as set out in the NSPCC Safer Recruitment Guidance.

Following any concerns raised, the DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached, or if it is not clear if the threshold is met, the DSL will contact Children's Social Care and, if appropriate, the Police. If the DSL or DDSL is not available or there are immediate concerns, the staff member will refer directly to Children's Social Care and the Police if appropriate. We will use the guidance from NPCC to determine when to contact the Police.

Generally, the DSL will inform the parents prior to making a referral. However, there are situations where this may not be possible or appropriate, particularly when informing parents, may place the child at further risk

***N.B.** The exception to this process will be in those cases of known FGM where there is a mandatory requirement for this to be reported directly to the police. The DSL should also be made aware.*

## TRAINING AND EDUCATION

All staff and volunteers at Thriveology are expected to be aware of the signs and symptoms of abuse and must be able to respond appropriately. Training is provided as required every 3 years. Separate training is provided to all new staff on appointment through induction. The DSL will attend training at least every other year to enable them to fulfil their role.

Any update in national or local guidance will be shared with all staff in briefings and then captured in the next training. This policy will be updated during the year to reflect any changes brought about by new guidance.

## CONFIDENTIALITY AND INFORMATION SHARING

We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'Information Sharing Advice for Practitioners' (DfE 2015) guidance

- There is a lawful basis for child protection concerns to be shared with agencies who have a statutory duty for child protection.
- Information will be shared with individuals within the organisation who 'need to know'.
- All staff and volunteers are aware that they cannot promise a child to keep a disclosure confidential.

**As an organisation we will educate pupils to recognise when they are at risk and how to get help when they need it through:**

- The content of the work delivered will be tailored to the specific needs and vulnerabilities of individual children, including child who are victims of abuse, and children with SEND
- An ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.
- Every child having access to a 'trusted adult' within the organisation.
- Children will be taught about how to keep themselves and others safe when on-line.

## MONITORING AND REVIEW

This child protection policy will be annually reviewed and updated to reflect changes in legislation, practice, and organisational needs. We will monitor the implementation of this policy and evaluate its effectiveness in safeguarding children and families.



## COMMUNICATION AND AWARENESS

We will ensure that this child protection policy is communicated to, and read by all staff, volunteers, parents/guardians and children involved in our activities. We will maintain open channels of communication to encourage the reporting of concerns and provide information on child protection practices.

## ALLEGATIONS AGAINST STAFF OR VOLUNTEERS

If a concern is raised about the practice or behaviour of a member of staff or volunteer, this information will be recorded and passed to the company director. The company director will make an assessment to determine if the matter is a 'low level concern' or an 'allegation'. Any allegations of abuse or harm against staff or volunteers will be taken seriously and addressed following established procedures. We will cooperate fully with investigations and take appropriate action to protect the welfare of children and families.

## GUIDANCE

Hampshire Safeguarding Children Partnership protocols and guidance and their procedures  
[Working together to safeguard children 2023: statutory guidance](#)  
[Keeping children safe in education 2024](#)  
[FGM Act 2003 Mandatory Reporting Guidance \(2016\)](#)  
[Female genital mutilation: the facts \(accessible version\) - GOV.UK](#)

## IMPLEMENTATION AND REVIEW DATE

This child protection policy will be implemented across all areas of our organisation. Compliance will be monitored by the designated safeguarding officer. It will be reviewed annually or as required by changes in legislation or organisational needs.

Review Date: March 2026



## CONTACT DETAILS

**Designated Safeguarding Lead: Mrs Bobie Jones**

Email: [bobie@thriveology.co.uk](mailto:bobie@thriveology.co.uk)

**Designated Safeguarding Lead: Mrs Charlotte Martyn**

Email: [charlotte@thriveology.co.uk](mailto:charlotte@thriveology.co.uk)

**Deputy Safeguarding Lead: Mrs Aimee Northcote**

Email: [aimee@thriveology.co.uk](mailto:aimee@thriveology.co.uk)

*This child protection policy must be read in conjunction with other relevant organisational policies and procedures.*

## ROLES AND RESPONSIBILITIES WITHIN OUR ORGANISATION

### **Staff and Volunteer responsibilities**

All staff and volunteers have a key role to play in identifying concerns early and in providing help for children. To achieve this, they will:

- Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to.
- Ensure children know that there are adults in the school who they can approach if they are worried or have concerns.
- Plan opportunities within the curriculum for children to develop skills they need to recognise, assess and manage risk appropriately and keep themselves safe.
- Attend training in order to be aware of and be alert to the signs of abuse.
- Maintain an attitude of “it could happen here” with regards to safeguarding.

- Be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation
- Recognise that abuse, neglect, or other adverse childhood experiences, can have an impact on the mental health, behaviour and education of children.
- Record their concerns if they are worried that a child is being abused and report these to the DSL as soon as practical that day. If the DSL is not contactable immediately a DDSL should be informed
- Be prepared to refer directly to social care, and the police if appropriate, if there is a risk of significant harm and the DSL or DDSL is not available.
- Follow the allegations procedures if the disclosure is an allegation against a member of staff.
- Support children in line with their child protection plan.
- Treat information with confidentiality but never promising to “keep a secret”.
- Notify the DSL or DDSL of any child on a child protection plan or child in need plan who has unexplained absence.
- Have an understanding of ‘Early Help’ and be prepared to identify and support children who may benefit from this intervention.
- Liaise with other agencies that support pupils and provide early help.
- Ensure they know who the DSL and DDSL are and know how to contact them.
- Have an awareness of the Child Protection Policy, the Safeguarding Policy, and the Staff Code of Conduct and Handbook.