

Empowering Futures

Registered Charity Number (CIC) 1182139

Tel: 07743 57 57 87

Email: admin@empoweringfutures.co.uk

Website: www.empoweringfutures.co.uk

Address: Stables, No 2 Bury Hill, Moorend, Winterbourne, Bristol BS16 1SS



Empowering Futures Safeguarding Children & Young People Policy

POLICY PURPOSE

Empowering Futures is a CIO (Charitable Incorporated Organisation) registered Charity that provides a range of indoor and outdoor activities on our Care Farm.

- Forestry School
- Arts and crafts
- Animal Care
- Horticulture
- Cooking
- And more..

Whilst we deliver direct services or support for children, young people and adults at risk, Empowering Futures recognises that safeguarding those members of society is everyone's business and that all may become vulnerable at many stages in their lives.

Empowering Futures is committed, therefore, to ensuring that the Management Committee, volunteers and those who participate in activities run by the organisation have an understanding of Safeguarding Children and what forms abuse may take and that they know where to raise concerns if abuse is suspected or reported.

Safeguarding Children

This policy therefore applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the organisation to **safeguard children**.

Definition of Children & Young People

Children - 0 - 16 years of age, Young people Ages 14 - 17. From the age of 18, the person will be defined as an adult. In this instance, please see our Safeguarding Adults Policy.

Embedding this policy to participants with learning needs

Prior to commencing engagement on the farm, inductions are held for all staff, volunteers and participants to ensure this policy is understood and achievable. We have ensured this policy is accessible to all by providing easy-read information with clear, easy-read, basic instructions and pictures to help educate and deliver the message.

Date of Policy Creation: 1st February 2019

Last Reviewed: 19/04/2024

Next Review Due: 19/04/2025

Signed off by: Maria Needs

Signature Sign-Off:

We follow the Social Model of Disability. We offer bespoke opportunities to ensure we remain person centred. Our services are firmly embedded with quality and purpose for each individual we work with. Our approach is holistic. We encourage personal responsibility. We aim to increase independence and to empower individuals. We have a proven track record of significant success.

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STEP 1) CONTACTING THE DSL - (Designated Safeguarding Leads)

- 1st Line DSL – Kelly Rogers - 07443 575 787
- 2nd Line Deputy DSL – Maria Needs - 07443 575 787 (If 1st DSL is unavailable)
- 3rd Line 2nd Deputy DSL - Grant Rogers - 07443 575 787

Contacting DSLs in writing? Please send a text message or contact by email admin@empoweringfutures.co.uk

Empowering Futures has appointed Maria Needs as the named DSL - Designated Safeguarding Lead. Training is refreshed annually to ensure training and competencies are kept up to date and in line with laws and regulations.

STEP 2) PROCEDURES FOR RAISING A CONCERN

Please follow the below steps to raise a safeguarding concern

1. **IMMEDIATELY PHONE THE DSL OR DEPUTY DSL. IF UNABLE TO COMMUNICATE VERBALLY, THEN AN EMAIL OR TEXT MESSAGE MUST BE SENT. THE TEXT OR EMAIL SHOULD BE SENT WITH THE SUBJECT OF 'SAFEGUARDING CONCERN'** Emails must be sent to ADMIN@EMPOWERINGFUTURES.CO.UK
2. **DSL's ACT IMMEDIATELY** - DSL must escalate the concern and refer to appropriate authorities within one hour.
3. **LOG THE CONCERN** - Safeguarding issues and the safeguarding log are confidential to the DSLs but are kept on file and password protected.

Part One: Safeguarding Children

This policy has been drawn up based on law and guidance that seeks to protect children, namely;

- Working Together to Safeguard Children 2018 You can access this guidance [here](#)
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers. 2018: You can access this guidance [here](#)
- Special educational needs and disability (SEND) code of practice: 0-25 years 2015. You can access this guidance [here](#)

- The Children Act 1989
- United Convention of Rights of the Child 1991
- Data Protection Act 2018/General Data Protection Regulation
- Human Rights Act 1998
- Sexual Offences Act 2003
- The Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014

In addition, reference is made to the documents listed in the box on the right.

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Safeguarding and promoting the welfare of children:

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children grow up in the circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

(Working Together to Safeguard Children 2018)

Safeguarding is everyone's responsibility

Everyone who works with children has a responsibility to keep them safe. No single practitioner can have a full picture of a child's needs and circumstances, and if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

In order that organisations, agencies and practitioners collaborate effectively, it is vital that everyone working with children and families, including those who work with parents/carers, understands the role they should play and the role of other practitioners. They should be aware of, and comply with, the published arrangements set out by the local safeguarding partners. (Working Together to Safeguard Children 2018)

The organisation believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and adults at risk and to keep them safe. We are committed to practice in a way that protects them.

Abuse can take various forms:

- Physical
- Emotional
- Neglect
- Sexual
- Child Sexual Exploitation
- On Line abuse

(See Appendix A for further details)



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All Empowering Futures activities with children are run with the parents or carers of the children present. Volunteers and Management Committee members are not permitted at any time to be alone with children.

All Empowering Futures volunteers and Management Committee members and those who participate in activities run by the organisation are inducted into this policy and procedure and have an understanding of what forms abuse can take and how to report any concerns.

Empowering Futures will ensure all who are arranging events on their behalf are made aware of this policy.

Advice and information

For children and young people:

South Gloucestershire Council ART Team can be accessed for advice or information contact on 01454 866000

South Gloucestershire Safeguarding Children's Board Website:

www.southglos.gov.uk/safeguarding/children

South West Child Protection Procedures:

<http://www.proceduresonline.com/swcpp/southglos/index.html>

If a child is in immediate danger dial 999 and ask for police assistance

Reporting Concerns

If a crime may have been, or is being, committed contact the Police on 101 or 999

Volunteers and Management Committee members should report any concern that they have about a child or an adult at risk to the Named Safeguarding Lead and Chair of the Management Committee unless the concern is about the Lead or Chair where it should be reported to the Vice Chair who will contact the South Gloucestershire Council Team below.

Children and Young people

Contact South Gloucestershire Council ART Team on 01454 866000 or the Emergency Duty Team (out of hours and weekends) on 01454 615165

Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.

Record Keeping

If a concern is raised this should be documented and sent through to the DSL of Empowering Futures, as outlined above.



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Managing allegations against staff or volunteers

Any allegation will be fully investigated and Empowering Futures will support staff/volunteers during this process. It is important that allegations are thoroughly investigated through the Safeguarding process so that allegations can be either proved or disproved for the protection of the child(ren), adult(s) at risk and staff.

All allegations should be reported within one working day to the senior manager of the organisation.

Any allegation related to staff and/or volunteers working with Children and Young People and Adults must be reported to the South Gloucestershire Local Authority Designated Officer (LADO) on 01454 866000.

It is important to remember that abuse is defined by the impact on the individual not the intention of the abuser, in other words if someone does not have their needs cared for this can be just as damaging whether it is done deliberately or because a carer can no longer manage. Obviously the way of then supporting the situation would be likely to be different.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, staff members, volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

Contact Details for allegations (Escalating immediately)

Local Authority Designated Officer (LADO)	Tina Wilson	01454 866000
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Appendix A: Glossary

Item	Definition
Children	Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Safeguarding and promoting the welfare of children	Defined for the purposes of this guidance as: <ol style="list-style-type: none"> a. protecting children from maltreatment b. preventing impairment of children's health or development c. ensuring that children are growing up in circumstances consistent with the provision of safe and effective care d. taking action to enable all children to have the best outcomes
Child protection	Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.
Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

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Item	Definition
Emotional abuse	The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
Sexual abuse	Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
Child sexual exploitation	Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

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Neglect	<p>The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:</p> <ol style="list-style-type: none"> a. provide adequate food, clothing and shelter (including exclusion from home or abandonment) b. protect a child from physical and emotional harm or danger c. ensure adequate supervision (including the use of inadequate care-givers) d. ensure access to appropriate medical care or treatment <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Extremism	<p>Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.</p> <p>Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.</p>
Young carer	<p>A young carer is a person under 18 who provides or intends to provide care for another person (of any age, except generally where that care is provided for payment, pursuant to a contract or as voluntary work).</p>
Parent carer	<p>A person aged 18 or over who provides or intends to provide care for a disabled child for whom the person has parental responsibility.</p>
Education, Health and Care Plan	<p>A single plan, which covers the education, health and social care needs of a child or young person with special educational needs and/or a disability (SEND). See the Special Educational Needs and Disability Code of Practice 0-25 (2014).</p>

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Reviewed 19/4/24