**CHILD PROTECTION AND SAFEGUARDING POLICY OF YOUNGEVITY UK LIMITED**

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Introduction

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

• protecting children and young people from maltreatment

• preventing impairment of children’s mental and physical health or development

• ensuring that children and young people grow up in circumstances consistent with the provision of safe and effective care

• taking action to enable all children and young people to have the best outcomes

Everyone who works with children has a responsibility for keeping 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 (Working Together to Safeguard Children, July 2018).

It is in the light of the above that, our charity is putting the safety of children and young people at the centre of all that we do.

Policy Aims

The aim of this policy is to ensure that, children and young people are protected from abuse and exploitation. This work may include direct and indirect contact with children and young people with communication via email, text message and phone. We aim to achieve this by ensuring that, we are child safe charitable organisation.

We are committed to a best practice which safeguards children and young people irrespective of their age, gender, religious beliefs, racial origin or ethnic identity, culture, class, disability or sexual orientation.

Research has shown that child abuse offenders target organisations that work with children and then seek to abuse their position25.

This policy seeks to minimise such risks. In addition, this policy aims to protect individuals against false allegations of abuse and the reputation of the practice and professionals.

This will be achieved through clearly defined procedures, code of conduct and an open culture of support. Youngevity UK Ltd is committed to implementing this policy.

Statutory Framework

This policy has taken into account legislative and government guidance requirements.

These include:

• Adoption and Children Act 2002

• The Children Act 1989

• The Children Act 2004

• The Protection of Children Act 1999

• The Human Rights Act 1998

• The United Nations Convention on the Rights of the Child (ratified by UK Government in 1991 and became statutory in Wales 2011)

• General Data Protection Regulation 2018

• Sexual Offences Act 2003

• NICE CG89 Child Maltreatment Guidance 200911

• Working Together to Safeguard Children 2018

Roles and Responsibilities

Everyone who works with children has a responsibility for keeping them safe. While every adult has a duty of care towards children and young people they come into contact or work with, certain key people have a bigger responsibility in the safety of children and young people.

The Board of Directors of the charity shall ensure that the policies, procedures and training are effective and comply with the law at all times. They will ensure that all required policies relating to safeguarding are in place and that the child protection policy reflects statutory and local guidance and is reviewed annually.

Incidents or cases of abuse or child neglect are reported to Designated Safeguarding Lead who is a member of the Board of Directors or Trustees. In the absence of the Designated Safeguarding Lead, the Deputy Safeguarding Lead will assume the responsibility of either investigating an incident of abuse or report it to the appropriate government agencies. The Deputy Safeguarding Lead shall also be a member of the Board of Directors.

Designated Safeguarding Lead: Lydia Afrakomah

Deputy Safeguarding Lead: Daniel Adom Dankwah

Types of Abuse

There are usually said to be four (4) types of child abuse or maltreatment. Somebody may abuse or neglect a child or a young person 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 a stranger.

An unborn child may suffer harm if his or her mother is subject to domestic abuse, is a tobacco, drug or alcohol abuser. Board of Trustees, workers and volunteers must be aware of all the types and signs of abuse, so they can contact the responsible people for safeguarding when the need arises.

1. Physical Abuse

2. Emotional Abuse

3. Sexual Abuse

4. Neglect

General Indicators

The risk of child maltreatment is recognised as being increased and should be suspected or considered when there is:

• Parental or carer drug or alcohol abuse

• Parental or carer mental health disorders or disability of the mind

• Intra-familial violence or history of violent offending

• Previous child maltreatment in members of the family

• known maltreatment of animals by the parent or carer

• Vulnerable and unsupported parents or carers

• pre-existing disability in the child, chronic or long term illness

Physical Abuse:

This may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child, including by fabricating the symptoms of, or deliberately inducing illness in a child.

Emotional Abuse:

Emotional abuse is 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 children 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 the 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:

This 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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect:

It is 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. It involves failing to:

• provide adequate food, clothing and shelter (including exclusion from home or abandonment)

• protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment It may also include neglect of or unresponsiveness to, a child’s basic emotional needs.

General Guidelines for Staff and Volunteers Behaviour:

These guidelines are here to protect children and staff. The list below is by no means exhaustive and all staff should remember to conduct themselves in a manner appropriate to their position. Wherever possible, you should be guided by the following:

• You must challenge unacceptable behaviour

• Provide an example of good conduct you wish others to follow

• Respect a young person’s right to personal privacy and encourage children, young people and adults to feel comfortable to point out attitudes or behaviours they do not like

• Involve children and young people in decision-making as appropriate

• Be aware that someone else might misinterpret your actions

• Don’t engage in or tolerate any bullying of a child, either by adults or other children

• Never promise to keep a secret about any sensitive information that may be disclosed to you but follow the practice guidance on confidentiality and sharing information

• Never offer a lift to a young person in your own car

• Never exchange personal details such as your home address, personal phone number or any social networking details with a young person

• Don’t engage in or allow any sexually provocative games involving or observed by children, whether based on talking or touching

• Never show favouritism or reject any individuals

Training

Board of Trustees or Directors will undertake Safeguarding Training on Child Protection at least every two years. All staff and volunteers will also receive training on safeguarding, stress management, anger management, and prevention of crime and youth violence. Training on mental health issues among children and young people will also be organised at least a year for all staff and volunteers.

Social Media

Staff must be extremely careful in the use of social networking sites, to ensure that personal information is not accessible by children and young people. Parents, children and young people you work with must not be accepted as “friends” on social media. If there are any pre-existing relationships, this must be reported to the Safeguarding Leads.

Pictures or images of children and young people must not be posted on social media or used in any media publication, without the consent of their parents or guardians.

Whistle Blowing

Youngevity UK Ltd recognises the importance of building a culture that allows all staff and volunteers to feel comfortable about sharing information, in confidence and with a lead person, regarding child protection concerns or safeguarding or even about a colleague’s behaviour. However, for members of staff who feel unable to raise these concerns internally, they can call the NSPCC whistleblowing helpline on: 0800 028 0285 from 8:00 AM to 8:00 PM, Monday to Friday) or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

Contact:

For any queries regarding this policy, please email us: [info@youngevity.org.uk](mailto:info@youngevity.org.uk)

Mobile Telephone: 07472488499, 07950778477