



Safeguarding Children and Young People Policy

Jade Foundation Trust, 84 Kilburn Square, London, NW6,
admin@jadefoundationtrust.org.uk

All organisations working with children and young people should be committed to promoting their welfare and protecting them from harm. This is everyone's responsibility and everyone who comes into contact with children and families has a role to play.

A Safeguarding policy is useful to solve problems and mitigate risks. A well-developed safeguarding policy will ensure that everyone in an entire organisation knows what is expected of their organisation, their management and themselves to keep children safe. Its most important function is to reduce the risk of a child being harmed but it also ensures that organisations are protected from risks: e.g. financial, reputational, litigation and many others.

In short, a policy tells staff how things are done in an organisation, and that is another way of saying 'This is how we expect things to be done'. Once the ground rules are established, the policy should say how the organisation intends to check and assure itself that everyone is doing what they should.

The Brent Safeguarding Children's Board provides information about information about safeguarding children and young people in Brent including procedures:

<https://brentsafeguardingpartnerships.uk/children/>

Policy statement

Jade Foundation Trust works with children, parents and the community to ensure we support children's rights and to create and maintain the safest possible environment for children.

We do this by:



- Recognising that all children have the right to freedom from abuse and harm
- Promoting joint working with parents and carers in the interest of children's welfare
- Following safe recruitment procedures that ensure staff are carefully selected, vetted and have the relevant qualifications and experience.
- Ensuring that all staff are aware of and accept responsibility for helping to prevent the abuse of child
- Designating a Child Protection Officer (DCP) who takes specific responsibility for children's protection, safety and well-being
- Supporting all staff in bringing concerns to the Designated Child Protection Officer
- Responding quickly and appropriately to all suspicions or allegations of abuse
- Providing parents, carers, and children with the opportunity to voice any concerns they may have. This includes having knowledge of, and ensuring children have access to, their preferred methods of communication, and that staff are trained in a variety of communication tools
- Adopting positive behaviour management strategies that are non-violent and do not humiliate
- Reviewing the effectiveness of the organisation's Child Safeguarding Policy and Procedures
- Working in partnership with external organisations and professionals to ensure that children are protected

You can find a sample policy, together with guidance and procedures, on the Brent Safeguarding Board website: <https://brentsafeguardingpartnerships.uk/children/>

The Brent Safeguarding Board has information on all aspects of safeguarding children, and also offers training. It should be your first port of call on safeguarding matters.

In London all organisations use the London Child Protection Procedures:

www.londoncp.co.uk. These set out how agencies and individuals should work together to safeguard and promote the welfare of children and young people.

Useful resources for voluntary organisations working with children and young people can be found on the NSPCC website: www.nspcc.org.uk/preventing-abuse/safeguarding/

These include:

- *standards for organisations to implement and a self-assessment tool kit*
https://safeguardingtool.nspcc.org.uk/?_ga=1.97694940.219746708.1492612478



- *advice on recruiting and managing staff and volunteers, including pre-employment/engagement checks <https://safeguardingtool.nspcc.org.uk/resource-library/resources/safer-staff-and-volunteers/>*
- *information and resources to support organisations to manage concerns raised about unacceptable or unsafe conduct by staff and volunteers towards other colleagues or children <https://safeguardingtool.nspcc.org.uk/resource-library/resources/child-protection-/>*

The following guidance is also relevant:

Working Together to Safeguard Children 2015

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

Information sharing:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419628/Information_sharing_advice_safeguarding_practitioners.pdf

What to do if you're worried about a child:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

*It is important to emphasise that everybody in whatever role working with children and young people has a duty to safeguard children and to report concerns about their safety and wellbeing. If you have any concerns that a child may be being abused, maltreated or neglected - **ALL REFERRALS SHOULD BE SENT TO THE BRENT FAMILY FRONT DOOR:***

Telephone: 020 8937 4300

Email family.frontdoor@brent.gov.uk

They will be able to advise on what action, if any needs to be taken.