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## **SAFEGUARDING CHILDREN POLICY STATEMENT**

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### **APPROVED BY**

The Chair of Trustees:

Signature:

Additional Trustee:

Signature:

A handwritten signature in black ink, appearing to read 'John A.S. James', is written over a horizontal line.

**CREATION DATE (OR LATEST VERSION):**      **September 2025**

**TO BE REVIEWED ON OR BEFORE:**              **September 2026**

## **Safeguarding Children Policy Statement**

### **Safeguarding children is the responsibility of everyone**

#### **Statement of commitment**

At **Bereavement Care**, we recognise that many children and young people under the age of 18 may be at risk of abuse, neglect, exploitation, or harm. We are committed to creating an environment where children feel safe, valued, and supported. We will take all reasonable steps to protect children from harm, promote their welfare, and work in partnership with families and agencies to ensure every child has the opportunity to thrive.

Our safeguarding foundation is built on compassion, accountability, and a commitment to equality and inclusion.

#### **Purpose of this policy**

The purpose of this policy is to:

- Effectively safeguard children and young people, and promote their rights and welfare
- Provide all staff and volunteers with clear rules to follow
- Make all staff and volunteers aware of what is expected of them in terms of their approach, behaviour and actions
- Give evidence to **Bereavement Care** users, parents and carers, the local community, partner organisations, the Local Authority and funding and commissioning bodies that **Bereavement Care** is committed to safeguarding.

#### **Scope of this policy**

This policy applies to all individuals working or volunteering with, or on behalf of, **Bereavement Care** including staff, volunteers, trustees, sessional workers, and external partners. It sets out our shared responsibility to ensure that children and young people facing bereavement are supported safely, compassionately, and in line with statutory safeguarding duties.

We are committed to creating environments where children feel emotionally secure, physically safe, and empowered to express their needs and experiences. This includes recognising the impact of grief, trauma, on children's development and wellbeing.

## Definitions

Safeguarding and promoting the welfare of children and young people is the process of:

- Protecting children and young people from abuse and maltreatment.
- Preventing impairment of, or harm to, children's health or development.
- Ensuring that children and young people are growing 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 life chances.

Child Protection is the process of protecting individual children or young persons identified as either suffering, or at risk of suffering, significant harm as a result of abuse or neglect.

## Legislative framework

- At **Bereavement Care** we recognise our legal and moral responsibility to safeguard children and promote their welfare. We will therefore act within the framework set by the Children Act 1989 and The Children Act 2004. We will also follow the Working Together to Safeguard Children 2013, and 2023 which sets out national standards and strengthens multi-agency working, child centred and whole family approaches.

- By following **Keeping Children Safe in Education (KCSIE) 2025** – where applicable, we align with updated safeguarding expectations for educational settings, including online safety, safer recruitment, and managing low-level concerns.

For our safeguarding procedures we adopt the Harrow Safeguarding Children Board (HSCB) Guidance 2017. (previously the Green Book)

**From 1 January 2019 there is a legal requirement to report a Serious Incident to the Charity Commission. This is in addition to any requirement to notify the police, local authority, statutory agency or other relevant authority. (see Appendix)**

## Underlying principles

At **Bereavement Care** we will endeavour to safeguard children and young people by:

- Following the (HSCB) guidance in our day-to-day work
- Ensuring that safeguarding training for all children's visitors is repeated every 2/3 years
- Ensuring that the Safeguarding Children Policy Statement is seen and understood by **ALL visitors**
- Keeping a record of Safeguarding training, as well as the most recent DBS check (dated) on the Bereavement Care office database.
- Listening to children and young people and respecting and valuing them at all times
- Challenging discrimination and promoting the right to equal protection regardless of race, ethnicity, culture, religion, faith, gender, sexual orientation, disability, social or immigration status or any other element of diversity

- Providing effective management to staff and volunteers through support, supervision and training.
- Recruiting staff and volunteers safely, ensuring that all necessary checks are made and safe recruitment good practice guidelines are followed
- Responding to both child protection and non-child protection concerns immediately
- In cases of doubt, questions or need for guidance, always seeking advice by calling the **Harrow Golden Number (020 8901 2690)**, or, in cases involving staff/volunteers, the Local Authority Designated Officer (LADO) via the Golden Number
- Working in partnership with children, their parents and carers, members of the local community and local statutory and voluntary organisations
- Adhering to the **Code of Best Practice when visiting Children & Young People** at all times

### **Details of the Nominated Safeguarding Person and their Deputy**

The nominated Safeguarding Lead for **Bereavement Care** is Richard Segalov.

The nominated Deputy Safeguarding Lead for **Bereavement Care** is The Chair.

### **Actions to be taken**

In response to an incident, or an allegation of abuse, **Bereavement Care** will

- Act quickly to stop or minimise further harm or damage
- Manage concerns, complaints, whistleblowing, and allegations effectively
- Follow this policy and inform/seek advice from the Safeguarding lead person
- Record the incident, and the actions, in a secure and responsible manner
- Report to all relevant agencies and regulators in full
- Inform everyone involved with the charity, and the media, as appropriate
- Ensure openness and transparency
- Review events to understand, learn and prevent recurrence
- Report criminal behaviour to the police

### **Review arrangements**

**Bereavement Care** will review this policy annually. In cases of relevant legal or local procedures changes, we will review this policy accordingly in line with Statutory guidance, local safeguarding procedures, or internal structures.

### **References:**

Safeguarding and protecting people for charities and trustees - GOV.UK ([www.gov.uk](http://www.gov.uk)) June 2022

Safeguarding and child protection for charity trustees | NSPCC Learning May 2023

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2025>

## **Appendix**

What is a safeguarding “Serious Incident”?

A safeguarding Serious Incident is any actual or alleged event, that results in or risks significant harm to the charity’s beneficiaries, employees, office holders, volunteers or to others who come into contact with the charity through its work. This includes where there are allegations or incidents of abuse of or risks to beneficiaries or others connected with the charity’s activities. What is considered to be “significant” is a matter for the Safeguarding lead, in discussion with the trustees, to determine. This will not prejudice an appropriate referral to the local authority Designated Officer.