

Safeguarding & Child Protection Policy

Review:

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annual	01.09.2024	Jennifer Lowey	01.09.2025

Ratification:

Name:	Role:	Signature:	Date:
Jennifer Lowey	Nominated Child Protection Lead	<i>J Lowey</i>	01.09.2024

This policy applies to anyone working on behalf of IMPACT: Autism Consultancy & Training Ltd. This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the United Kingdom.

Ethos:

Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child. Everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

- IMPACT: Consultancy & Training has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.
- The welfare of children is paramount in all the work we do and in all the decisions we take.
- Working in partnership with children, young people, their parents or carers and other agencies is essential in promoting young people's welfare.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Autistic children can be additionally vulnerable and extra safeguards may be needed to keep children who have SEND (special educational needs and disabilities) safe from abuse.

Definitions:

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- **Safeguarding** is defined as: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. Keeping Children Safe in Education (KCSIE), (2023)
- **Child Protection** refers to the situation where a child is suffering significant harm, or is likely to do so, and action is required to protect that child.

Staff requirements:

- All staff at IMPACT: Autism Consultancy & Training will seek to keep children and young people safe by following child protection and safeguarding best practice through our policies, procedures and code of conduct for staff.
- All client-facing staff have an enhanced DBS check which includes the Children's Barred List. All staff undergo appropriate vetting checks which are required for the role, in line with statutory guidance.
- All staff should read and understand Part One of Keeping Children Safe in Education (KCSIE) (September 2024).
- The Proprietors will ensure that all staff members undergo safeguarding and child protection training at induction. The training will be regularly updated. All training will be effective and comply with the law at all times.
- Whistle blowing procedures will be covered in annual Inset training, so that staff know what to do if they have concerns relating to safeguarding practice within the organisation. (See below)
- All staff will be involved, where appropriate, in the implementation of individual education programmes, integrated support plans, child in need plans and multi-agency child protection plans.
- The designated safeguarding lead will undergo training to provide the knowledge and skills required to carry out the role. The training will be updated every two years.

Safeguarding procedures:

- **If, a child is in immediate danger or is at risk of harm a referral should be made to children's social care and/or the police immediately.** Any staff member can make a referral. Where referrals are not made by the DSL, they should be informed, as soon as possible, that a referral has been made.
- Nominated Child Protection Lead will liaise with the three safeguarding partners (Local Authority, Integrated Care Board and police) as appropriate and work with other agencies in line with Working Together to Safeguard Children, 2018.
- IMPACT: Autism Consultancy & Training will keep clear, detailed, accurate, written records of safeguarding concerns about children where there is a need to refer the matter to the relevant agency including Children's Social Care, the Local Authority or Police. These records will be stored safely, in line with data protection policies.

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Current legislation & statutory guidance:

All action taken by IMPACT: Autism Consultancy & Training Ltd. will be in accordance with:

Current legislation:

- **England:** Children Act 1989 and 2004; Education Act 2002 and 2011 and Education and Inspection Act 2006
- **Wales:** Working together under the Children Act 2004; Social Services & Well-Being (Wales) Act 2014 – came into force in April 2016

Statutory guidance:

- **Working Together to Safeguard Children (2023)**, which sets out the multiagency working arrangements to safeguard and promote the welfare of children and young people and protect them from harm; in addition, it sets out the statutory roles and responsibilities of schools.
- **Keeping Children Safe in Education (2023)** is statutory guidance issued by the Department for Education which all schools and colleges must have regard to when carrying out their duties to safeguard and promote the welfare of children.
- **The Teacher Standards 2012** state that teachers, including headteachers, should safeguard children's wellbeing and maintain public trust in the teaching profession as part of their professional duties.
- **All Wales Child Protection Procedures 2008**, provides a common set of child protection procedures and guidance for multiagency working arrangements and the sharing of information across the network. The new procedures combine the shared knowledge and experience of Wales' 22 Local Safeguarding Boards.
- **Keep Learners Safe – Education Guidance 2015**, is statutory guidance issued by the Welsh Government in which everyone in the education service ensures they have effective systems in place to help keep children and young people safe by creating and maintaining a safe learning environment; identifying where there are child welfare concerns and taking action to address them, where appropriate, in partnership with other agencies; the development of children's understanding, awareness and resilience through the curriculum.

Safer Recruitment & Selection:

- The organisation pays full regard to the safer recruitment practices detailed in 'Keeping Children Safe in Education' (2023) including scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking appropriate checks through the Disclosure and Barring Service (DBS). All recruitment materials will include reference to

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IMPACT: Autism Consultancy & Training Ltd.'s commitment to safeguarding and promoting the wellbeing of pupils.

Whistleblowing:

- All staff are aware of whistleblowing procedures to report any concerns about safeguarding practices within the organisation.
- Where a staff member feels unable to raise an issue with the senior leadership team or feels that their concerns are not being addressed, other whistleblowing channels may be open to them:
 - General guidance can be found at: [Whistleblowing for employees: What is a whistleblower - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/whistleblowing-for-employees)
 - Public Concern at Work: [Whistleblowing Support for Employers - Protect - Speak up stop harm \(protect-advice.org.uk\)](https://www.protect-advice.org.uk/)
 - The NSPCC Whistleblowing Helpline: [Whistleblowing Advice Line | NSPCC](https://www.nspcc.org.uk/whistleblowing/)