



Safeguarding Policy

Policy Scope

Family Support Link's board of trustees have overarching responsibility to take steps to protect everyone who comes into contact with the charity from harm. The board of trustees delegate the day to day this responsibility for safeguarding to Family Support Link's CEO.

This policy applies to all staff, the board of trustees, volunteers, bank or agency staff and anyone working on behalf of Family Support Link.

The purpose of this policy:

To protect children and young people who receive Family Support Link's services. This includes the children of adults who use our services.

To protect adults who receive Family Support Link's services

To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection and how to report a concern through Family Support Link's reportable action procedure.

Family Support Link believes that an adult, child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all who receive services from Family Support Link and to keep them safe. We are committed to practise in a way that protects them.

Verification and Vetting

The Charity will request an Enhanced Disclosure check for all employees, trustees and volunteers. Roles which undertake regulated activity will also have the necessary Barred List checks completed.

Legal Framework

Legal framework this policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and adults in England. A summary of the key legislation is available from nspcc.org.uk/learning.

This policy has been drawn on the basis of law and guidance that seeks to protect children and adults, namely:

United Convention of the rights of the child 1991

Data protection Act 2018

Human rights Act 1998

Sexual offences act 2003

Children's act 2004

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Safeguarding vulnerable groups act 2006

Protection of freedoms act 2012

Children and families act 2014

Information sharing: Advice for practioners providing safeguarding services to children, young people, parents and carers : HM Government 2018

Working together to safeguard children: HM Government 2018

Mental Capacity Act 2005

Putting Children First 2016

The Care Act 2014

The Department of Education 2018

Modern Slavery Act 2015

Definition:- (Further definition of types of abuse are detailed in Appendix 1)

For the purpose of this policy,

- **A Child or young person is anyone who has not yet reached their 18th Birthday.**

As defined by HM Government Working Together to Safeguard children

The Safeguarding duties apply to an adult who:

- **Has needs for care and support whether the local authority is meeting any of those needs and; Is experiencing, or at risk of, abuse or neglect; and**

Because of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

- **This definition of an Adult covers all people over 18 years of age.**

As defined by Northamptonshire Safeguarding Adults Board Interagency policy.

This policy should be read alongside our policies and procedures on:

Staff Training and development

Reportable incidents

Complaints/Feedback

Health and safety

Safeguarding Policy

Lone working policy

Whistleblowing

Data Protection and subject access

Modern Slavery Statement

Recruitment policy

We recognise that:

The welfare of the child is paramount, as enshrined in the Childrens Act 2004.

All, regardless of age, disability, gender, racial heritage, religious beliefs, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.

Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or other issues.

Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young peoples welfare.

Working in partnership with adults, families, carers and other agencies is essential in protecting an adult from significant harm or exploitation.

We will seek to keep children and young people safe by:

Valuing them, listening to and respecting them.

Adopting child protection and safeguarding practices through procedures and code of conduct for staff and volunteers.

Providing effective management for staff and volunteers, through supervision, support, training and quality assurance measures.

Recording and storing information professionally and securely, and sharing information about safeguarding, with children, their families, staff and volunteers via one to one discussions, leaflets and signposting.

Using our procedures to share concerns and relevant information with agencies and involving children, young people, parents, families and carers appropriately.

Using our procedures to manage any allegations against our staff and volunteers appropriately.

Ensuring that we provide a safe physical environment for **ALL**, by employing health and safety measures in accordance with the law and regulatory guidance.

Work to the guidance of Northamptonshire Safeguarding Childrens Partnership (NSCP)

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We will seek to keep adults safe by;

Listening to them and respecting them

Adopting safeguarding practices through procedures and code of conduct for staff and volunteers.

Provide effective management for staff and volunteers, through supervision, support, and training

Recording and storing information professionally and securely, and sharing information about safeguarding with adults, their families, staff and volunteers via one to one discussions, leaflets and signposting.

Using a procedure to share concerns and relevant information with agencies who need to know.
Involving children, young people, parents, families and carers appropriately.

Using our procedures to manage any allegations against our staff and volunteers appropriately.

Work to the guidance and guidance of Northamptonshire Safeguarding Adults Board (NSAB)

Appendix 1.

What is Child Abuse?

Child abuse is any action by another person – adult or child- that causes significant harm to a child. It can be physical, sexual or emotional, but it can just as often be about a lack of love, care and attention. We know that neglect, whatever form it takes, can be just as damaging to a child as physical abuse. (NSPCC Website 2017)

Domestic abuse

Witnessing domestic abuse is child abuse, and teenagers can suffer domestic abuse in their relationships.

Sexual abuse

An adult or child is sexually abused when they are forced or persuaded to take part in sexual activities. This doesn't have to be physical contact, and it can happen online.

Neglect

Neglect is the ongoing failure to meet a child's basic needs. It's dangerous and children can suffer serious and long-term harm.

Emotional abuse

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Children who are emotionally abused or suffer emotional maltreatment or neglect. It's sometimes called psychological abuse and can cause children serious harm.

Physical abuse

Is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts.

Online abuse

Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones.

Child sexual exploitation

Child sexual exploitation is a type of sexual abuse in which children are sexually exploited for money, power or status.

Female genital mutilation (FGM)

Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons.

Bullying and cyberbullying

Bullying can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Child trafficking

Child trafficking is a type of abuse where children are recruited, moved or transported and then exploited, forced to work or sold.

Grooming

Children and young people can be groomed online or in the real world, by a stranger or by someone they know - for example a family member, friend or professional.

Harmful sexual behaviour

Children and young people who develop harmful sexual behaviour harm themselves and others.

Further information can be found at www.nspcc.org.uk

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What is adult abuse?

Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances. (www.gov.uk)

Abuse can fall into the following categories, as defined by www.gov.uk under the care act 2014

Physical

This includes assault, hitting, slapping, pushing, giving the wrong (or no) medication, restraining someone or only letting them do certain things at certain times.

Domestic

This includes psychological, physical, sexual, financial or emotional abuse. It also covers so-called 'honour' based violence.

Sexual

This includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, taking sexual photographs, making someone look at pornography or watch sexual acts, sexual assault or sexual acts the adult didn't consent to or was pressured into consenting.

Psychological

This includes emotional abuse, threats of harm or abandonment, depriving someone of contact with someone else, humiliation, blaming, controlling, intimidation, putting pressure on someone to do something, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or support networks.

Financial or material

This includes theft, fraud, internet scamming, putting pressure on someone about their financial arrangements (including wills, property, inheritance or financial transactions) or the misuse or stealing of property, possessions or benefits.

Modern slavery

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This covers slavery (including domestic slavery), human trafficking and forced labour. Traffickers and slave masters use whatever they can to pressurise, deceive and force individuals into a life of abuse and inhumane treatment.

Discriminatory

This includes types of harassment or insults because of someone's race, gender or gender identity, age, disability, sexual orientation or religion.

Organisational

This includes neglect and poor care in an institution or care setting such as a hospital or care home, or if an organisation provides care in someone's home. The abuse can be a one-off incident or repeated, on-going ill treatment. The abuse can be through neglect or poor professional practice, which might be because of structure, policies, processes and practices within an organisation.

Neglect and acts of omission

This includes ignoring medical, emotional or physical care needs, failure to provide access to educational services, or not giving someone what they need to help them live, such as medication, enough nutrition and heating.

Self-neglect

This covers a wide range of behaviour which shows that someone isn't caring for their own personal hygiene, health or surroundings. It includes behaviour such as hoarding

Further information can be found by visiting www.gov.uk

Data Retention Policy

In accordance with Family Support Link's data protection policy, records will be retained as follows:

- Records of adult clients will be kept for up to 7 years from the date of their last contact.
- Records of children and young people will be retained until they reach the age of 25 from the date of their last contact.