



SSUK

CHILD PROTECTION AND SAFEGUARDING POLICY

Introduction

Safeguarding is the responsibility of everyone at SSUK. The overarching message to all remains as maintaining an attitude of 'it could happen here'.

The Designated Safeguarding Lead (DSL) is the Director of SSUK, Mr Romon Forrester.

The deputy Designated Safeguarding Lead (Welfare Officer) is Miss Lara Avetoom.

This policy outlines these responsibilities and the procedures to follow where the abuse of a child is suspected and should be read in conjunction with other Policies and Procedures such as Accidents and Incidents, Lone Working etc.

Given the day-to-day contact with children, staff are well placed to observe outward signs of abuse or neglect. We recognise that high self-esteem, confidence, support, communication and trust help all children, and especially those at risk of/suffering from abuse. We will therefore:

- Ensure we have a clear system in place for reporting concerns/disclosures
- Ensure children feel secure and able to talk, knowing they will be listened to
- Ensure that children know that they can approach an adult at SSUK if they are worried or are in difficulty
- Clearly display the names of DSLs at childcare
- Ensure that, where possible, every effort is made to establish effective working relationships with parents and other agencies

Roles and Responsibilities

If there is a suspected case that a child has been abused, it is the responsibility of the staff to report it to the DSL.

It is the DSL's responsibility to refer cases of suspected abuse or allegations to relevant investigating agencies (The Local Authority: LA Child Protection Service) in this case, Ealing.

The DSL, Mr Romon Forrester must also deal with allegations made against members of staff.

If the allegation is made against Mr Romon Forrester, it will be referred to the deputy DSL or Ofsted.

All employees will be required to submit enhanced DBS checks. If using the Update Service obtain consent from the applicant to do so and confirm the certificate matches the individual's identity.

DSLs will hold and maintain a single central record of checks / concerns.

The DSLs will receive appropriate Safeguarding Training.

All SSUK staff will receive annual training to remain up to date with the current safeguarding practice, identify signs of abuse or neglect for early identification.

It is not the responsibility of SSUK staff to investigate suspected abuse.

Terminology

Safeguarding

- Protecting children from maltreatment
- Prevent impairment of children's health or development
- Ensure children are growing up in circumstances consistent with the provision of safe, effective care
- Taking action to enable all children to have the best outcomes.

Safeguarding also relates to:

- Pupil's health and safety
- Meeting needs of children's medical/dietary conditions
- Providing first aid

Child Protection

- The activity undertaken to protect specific children who are suffering or likely to suffer significant harm.

Child

- Any young person who has not reached their 18th birthday

Parent

- Any birth parents or other adults in parenting role

Staff

- All working at SSUK, full/part time, paid or voluntary

LADO (Local Authority Designated Officer)

- Works within Children's Social Care and should be alerted to all cases in which there is an allegation of abuse of a child by a person who works with children where there is a concern.

Vulnerable Children

We recognise that some children may have an increased risk of abuse.

Child Protection Concerns

If any adult at SSUK has any concerns about the health, wellbeing or safety of a child in our care, worry that something is troubling them or/by displaying signs of abuse should share this with an appropriate member of staff straight away (a Designated Safeguard Lead or Welfare Officer). A Child Protection concern is where the child has been harmed or is at risk of harm e.g. physical, sexual, emotion abuse or neglect.

Prevent Policy

See SSUK Prevent Policy.

FGM

See SSUK FGM Policy.

What To Do If You Are Concerned About A Child

Where there are serious concerns about a child's welfare but no specific evidence of abuse the following steps should be taken:

The member of staff should refer to the DSL.

The DSL should consult with the child's parents/carers and make a written record of what was discussed. The DSL should then discuss whether the situation warrants a referral to Ealing Children's Initial Response Service (0208 825 8000 24 hours) and contact them on the same day.

If at any point there is a risk of immediate serious harm to a child, a referral should be made to children's social care immediately.

If a child makes a disclosure to an adult during childcare that they are suffering or at risk of suffering significant harm, or if an adult becomes aware of any information suggesting that child abuse may have or is like to occur they must report the matter straight away to the DSL (writing up any information the child said accurately and dating the record). The DSL will then seek advice from the ECIRS.

References

Working Together To Safeguard Children (July 2018)

Ealing Children's Integrated Response Service (ECIRS) Referrals (October 2019)

DfE Prevent Duty Guidance (April 2019)

Multi-agency Statutory Guidance On FGM (October 2019)

What You Need To Know About FGM, Ealing Grid For Learning (September 2018)

Keeping Children Safe In Education (October 2019)

To Be Reviewed: October 2020