



60 Newmarket Street, Grimsby, North East Lincolnshire, DN32 7SF
Telephone 01472 269666 FAX 01472 240699

The Queen's Award for
Voluntary Service
2007



Safeguarding Child Protection Policy



Foresight North East Lincolnshire believes that children have a right to be protected from abuse and exploitation. Any information that Foresight North East Lincolnshire becomes aware of that indicates a child is suffering, or is likely to suffer significant harm, will be shared with the appropriate agency.



The protection of children is the proper concern of everyone in a position to help. Volunteers/staff who are in direct contact with the children and their families should have an awareness of the local Child Protection Procedures and know how to make a referral. All volunteers/staff who are in direct contact with the children and their families must submit to an enhanced Criminal Records Bureau disclosure. All volunteers/staff will receive training on these issues as well as the basic recognition of harm or possible harm to children.



It is essential that whenever an individual working with Foresight North East Lincolnshire becomes concerned that a child may be suffering, or is at risk of suffering, significant harm they discuss their concerns with the nominated member of the committee responsible for child protection, immediately. Following this, a decision will be made about making a referral to one of the investigate agencies, i.e. Police Child Protection Team or the local Social Services Child Care Team.



Referrals will only be made to the Police or Social Services by: -
Making a referral: -



- When making a referral, you will need to have clear, as far as possible, the following:
- Factual information about the child and his/her family.
- Be clear about what your involvement is with the child and their family
- What is the source of your concern? Is it something you have seen, something the child has said? Is it based on the concern of others and if so, whom?
- Why are you concerned? Is it based on the child's behaviour, an injury, what the child said? Has the concern developed over time or just today?
- What evidence, if any have you to support your concern? This may include what the child has said to you directly. If so – are you aware of anyone else the child has spoken to?
- Whom do you believe to be the source of harm/potential harm to the child?
- Are there other children in the family or other children about whom you have concerns?

- In your opinion does this child need protection and, if so why?

Always record the reason for your concern and any action taken prior to your referral.
Always ensure your referral is followed up in writing.

Child Protection Referrals

If it is decided that it is necessary to make a referral to the Police or Social Services there are key points to remember:

- Record all details as soon as possible
- Refer promptly and in line with your club's policy
- Give all relevant information as detailed on the "Child Protection Policy" but do not delay making your referral if you do not have all these details.
- Record date and time of referral
- Send a written referral to Social Services within 24 hours
- Social Services recommend that you do not contact the parents at the time of referral.
- Comfort the child but do not make any attempt to interrogate

Good Practice in Child Protection Procedures

- Ensure that all volunteers/staff know the responsible member of the committee to whom they should report their concerns, and who can be available to discuss these
- Keep records of all incidents giving dates, times and details
- Review all records at least 3 monthly
- Ensure all records are securely stored in accordance with the Data Protection Act
- Ensure that all volunteers/staff receive some basic training in child protection
- Remind volunteers/staff regularly to be vigilant, report suspicions and concerns promptly, or volunteer information
- Include child protection issues at all team meetings
- Encourage volunteers/staff to report the child's actual words in the case of a disclosure but never to interrogate him/her
- Ensure that you have a Child Protection Policy and that it is regularly reviewed and updated
- Emphasise the need for confidentiality in all child protection cases
- Remember that there are many professionals around you who will be willing to give advice and assistance
- You have a duty to ensure the safety of all children in your care

Recognising Abuse

Some general indicators that MAY cause concern

Emotional Abuse

All abuse involves emotional abuse:

- Slow development in relation to children of the same age
- Over reaction to mistakes
- Continual self-deprecation and/or self-mutilation
- Fear of project/home contact
- Extremes of passivity or aggression

- Neurotic behaviour

It is important to remember that many of these indicators, taken individually, can often have explanations, which are not linked to abuse.

Other pointers to possible abuse:

- Reluctance to join in with activities that the child previously enjoyed
- Unprovoked aggression towards other children
- Change in language used e.g. swearing when the child has not done so before
- Becoming secretive
- Becoming unreasonably attached to a particular member of staff
- Bullying
- Being bullied

It is vital that you remain alert to all issues of child protection, but remember that the presence of one indicator alone is no evidence of child abuse

Recognising Abuse

Some general indicators that MAY cause concern

Physical Abuse:

- Any physical injury which is not clearly related to the child's explanation should be viewed with concern
- A collection of bruises that form a line or circle, fingertip bruising, stick or strap marks
- Difficulty in moving or reluctance to move an arm or leg may indicate a fracture or dislocation
- Recurrent injuries such as new bruises over old
- Failure of the parent or carer to seek medical assistance for the child following an injury
- Refusal to discuss the cause of an injury or inconsistent/conflicting explanations of injury
- Unwillingness to go home or arriving very early
- Unwillingness to remove sweater/cardigan
- Withdrawal or inappropriate fear when approached by an adult

Sexual Abuse:

- Sexual awareness inappropriate to the child's age
- Sudden and inappropriate modesty
- Discipline/behaviour problems
- Not reaching their potential
- Soiling/wetting the bed and recurrent abdominal pain

Neglect:

- Low self esteem
- Destructive tendencies
- Frequently late or absent from school
- Has untreated medical problems

Child Assessment Order

Either the local authority or the NSPCC can apply for a child assessment order. This gives 7 days during which the child can be assessed. This might be important in a situation where the parents do not co-operate but where there is an emergency situation.

Child Protection Conference

When it has been established that there is evidence suggesting child abuse or neglect, a child protection conference is arranged. Professionals involved with the child or family join together in a multi-professional discussion of written evidence. The early childhood worker may also be asked to attend. The chairperson decides whether it is further appropriate to invite the parents to attend: and, in any case, the parents must be informed that the conference is taking place. It is a requirement that local authorities work towards parents attending at least part of, if not the whole conference.

An action plan is made

The child may be placed on the child protection register

The Child Protection Plan

Assessment

This will involve setting in motion procedures through which to assess the child and the family situation to see how things are.

Protection of the Child

This should involve either:

- A care order – the child will then be taken into the care of the local authority's social services department (in a foster home or community children's home); or
- A supervisors order – the local authority will support and supervise the family and the child in the home setting for one year.

Regular Review

The child protection plan is reviewed in a review conference attended by the multi-professional team involved with the family, and perhaps also by the parents. This will take place every 6 months or more often. The child is de-registered if the situation changes and the child no longer requires support or supervised protection.

Child Protection and Schools

When young children start or are already attending a nursery school, nursery class or primary school social services are required to notify the head teacher if a child's name is put on the child protection register. This should state:

- Whether the child is subject to a care order.
- The name of the key worker on the case
- What information may be known to the parents

What is Prevent?

The Prevent strategy, published by the Government in 2011, is part of our overall counter-terrorism strategy. The aim of the Prevent strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. In the Act this has simply been expressed as the need to “prevent people from being drawn into terrorism”.

This strategy is based on four areas of work:

- Pursue to stop terrorist attacks
- Prevent to stop people becoming terrorists or supporting terrorism
- Protect to strengthen our protection against a terrorist attack
- Prepare to mitigate the impact of a terrorist attack

Our Aims of Prevent

At Foresight we:

- Raise awareness within the centre of the threat from violent extremist groups and the risks for people.
- Provide information about what can cause violent extremism, about preventative actions taking place locally and nationally and where we can get additional information and advice.
- Help children, learners, volunteers and staff members to understand the positive contribution they can make to empower people to create communities that are more resilient to extremism, and protecting the wellbeing of particular individuals or groups who may be vulnerable to being drawn into violent extremist activity.
- Provide advice on managing risks and responding to incidents locally, nationally or internationally that might have an impact on the community.
- Will follow the channel process and refer any concerns to the local Channel panel that will be completed by our Safeguarding Officer/Prevent Lead.

Our designated Safeguarding Officer is Paul Silvester and can be contacted on 01472 269666.

Staff Ratio Policy

1. POLICY OBJECTIVE

To inform all relevant employees, persons working under non-employment relationship agreements, families and children who access the Centre of the correct policy requirements to follow to ensure that the quality of care is maintained in each section by staffing the Centre adequately, and to ensure regulations are being followed.

2. SCOPE

The Foresight organisation and all relevant employees and volunteers.

3. RISK MANAGEMENT

Risk Management is an important obligation Foresight takes very seriously and pro-actively manages. In the delivery of child services, Foresight is very aware that there may be risks that its employees, the Community and Stakeholders accessing the Centre may be exposed to in relation to the staffing of the Centre. The organisation has a Risk Management Policy and a number of current policies and procedures as well as a Risk Management Framework all of which are available for viewing.

In the provision of child care services all employees, persons working under non-employment relationship agreements, families and children who access the Centre are encouraged to consider applicable perceived risks and, if necessary, communicate these to the manager.

4. POLICY STATEMENT

To follow staff child ratios as stipulated by the regulations.

To increase staff numbers depending on the demands of individual children.

To ensure the quality of child care is maintained.

Ratio of Staff to Child:-

- Age over 8 years (centre based) - 2 adults per 15 children and 1 adult per 5 children there after
- Age over 8 years (away trips) - 3 adults per 10 children and 1 adult per 3 children there after
- Staffing levels are monitored to ensure quality provision at all times

Parents and Carers: Although Foresight encourages parents/carers to accompany children to activities, we do not recommend those planning or providing activities include carers in supervision calculations, unless the carers/parents are acting in a formal volunteering or other capacity during the activity. In these circumstances, this should mean that those parents/carers meet all appropriate requirements in terms of: appropriate recruitment checks, clarity about their role, understanding who has overall responsibility for the group, understanding relevant good practice guidance/codes of conduct.

This information is also available in other formats, languages and picture format upon request.