



Policies & Procedures
Title: Safeguarding Policy
Policy Owner: Chief Executive Officer

SAFEGUARDING POLICY

Policy statement

Fun 4 Young People (F4YP) is committed to promoting best practice, ensuring that children and vulnerable adults accessing our service are safeguarded from harm and abuse. Where harm or abuse is recognised or suspected, F4YP expects staff and volunteers to respond and refer in accordance with this policy and operational procedures. F4YP adopts procedures defined by Bedfordshire Safeguarding Adults and Children’s Boards and statutory legislation to ensure that its own policies and practices are effective - both in terms of preventing abuse and to ensure that cases of alleged/suspected abuse are reported promptly. In line with the Care Act 2014, F4YP seeks to underpin safeguarding practice with the six safeguarding principles:

- **Empowerment** - people should be supported and encouraged to make their own decisions through informed consent over the intended outcome
- **Prevention** - working together to take action before harm occurs
- **Proportionality** - the least intrusive response appropriate to the risk presented
- **Protection** - support and representation for those in need
- **Partnership** - local solutions through services working in our communities
- **Accountability** - everyone must be accountable and transparent in safeguarding practice

Scope

This policy applies to: -

- All personnel this includes employees, casual and sessional contractors, volunteers and trustees, as well as all other persons supporting, providing, or delivering services for or on behalf of F4YP
- Parent/carer/guardian and service users.

Abuse can take place in any setting and be perpetrated by anyone. Safeguarding is everyone’s business.

Key safeguarding practices

- Vulnerable adults (over 18) - to adhere to the Bedford Borough, Luton Borough and Central Bedfordshire Multi Agency Adult Safeguarding Policy, Practices and Procedures.
- Children (under 18) - to adhere to the Bedford Borough, Central Bedfordshire and Luton Local Safeguarding Children Board’s Inter-agency Procedures for managing allegations and concerns regarding children and young people.

- To maintain safer recruitment procedures including pre-employment checks: full, enhanced Disclosure and Barring Service (DBS) checks and references
- Ensure that all staff and volunteers undertake LSCB safeguarding e-learning modules as a minimum (including Prevent) to recognise symptoms of abuse as part of induction, and are appropriately informed to understand their obligations under this policy
- Ensure that all staff and volunteers are aware of reporting procedures on induction and that, where appropriate, service users understand what abuse is and how to raise a concern
- Recognise that it is the responsibility of everyone covered under the scope of this Policy to prevent exploitation and abuse and to report any abuse discovered or suspected
- Keep safeguarding on the agenda for all staff meetings and 1 -1 reviews with a focus on prevention
- Understand the impact of trauma and aim to ensure that all children, young people and vulnerable adults are welcomed into a caring environment with a safe, positive and friendly atmosphere
- Recognise the responsibility to implement, maintain and regularly review procedures, which are designed to recognise and respond effectively to cases of abuse
- To maintain good links with the statutory safeguarding authorities and ensure organisational co-operation with any concerns.
- Learn from findings from any investigations to prevent abuse and improve practice
- Respond to any breach of safeguarding practice as a potential disciplinary matter.
- Ensure that any colleagues, partner organisations, service users or family members who report abuse are taken seriously and offered support if required
- Produce quarterly safeguarding reports for the Board, and exceptionally where an incident has occurred
- The Board is responsible for ensuring that the Safeguarding Policy is appropriate and sufficient and reviewed regularly. Any Policy reviews are to be approved by the Board
- To appoint a designated member of the Board with safeguarding responsibility, a Safeguarding Lead from the Senior Leadership Team (CEO) with responsibility for implementation of the Policy and a Deputy Safeguarding Lead to act in the absence of the Lead (Head of Operations)
- The policy is to be reviewed annually and in response to any changes in legislation
- Staff to undertake CPD and Safeguarding Lead to maintain knowledge of any heightened safeguarding intelligence of risks locally.

Legal framework

The major pieces of legislation and guidance relevant to this policy and its procedures are:

The Care Act 2014, The Children Act 1989 and 2004, Safeguarding Vulnerable Groups Act 2006, Protected Disclosures Act 2014, Data Protection Act 2018, European Convention of Human Rights, Working Together to Safeguard Children 2018, Mental Capacity Act 2005, Bedford Borough and Central Bedfordshire Adult Safeguarding Partnership Inter-Agency Procedures,

Disclosure and Barring Service, the Bedford Borough, Central Bedfordshire and Luton Local Safeguarding Children Boards, Bedford Borough and Central Bedfordshire's Safeguarding (Adults) Partnerships Board and Luton Safeguarding Adults Board.

Categories of abuse

There are many types of abuse, and all result in behaviour towards a person that deliberately or intentionally causes harm. These are violations of an individual's human and civil rights and include:

- **Psychological** - emotional abuse, threats of harm, humiliation, controlling, coercion, isolation
- **Physical** - assault, hitting, pushing, restraint
- **Sexual** - rape, sexual assault, non-consensual acts or being pressured into consenting
- **Financial or material** - theft, fraud, exploitation or coercion with financial affairs or arrangements, misappropriation of possessions or benefits
- **Neglect and acts of omission** - ignoring medical or care needs, failure to provide access to appropriate services (health, care, education etc.), withholding necessities of life
- **Domestic** - threatening behaviours/ abuse between adults who are or have been in a relationship
- **Modern slavery** - criminal exploitation, domestic servitude, forced labour, sexual exploitation
- **Self-neglect** - failing to care for personal hygiene, health or surroundings, hoarding
- **Discriminatory** - on grounds of race, gender and gender identity, disability, sexual orientation, religion, age
- **Organisational** - neglect and poor care practice within an institution or care setting

Many of our clients have experienced trauma, this increases their vulnerability to exploitation or abuse. The examples for each category listed above are not exhaustive.

21st Century Safeguarding Concerns

The concerns outlined below are high on the safeguarding agenda and particularly target vulnerable children and adults. Staff must be aware of the reporting mechanisms, risk factors, signs and behaviours indicating that a vulnerable child or adult is at risk of or experiencing:

- **Child Sexual Exploitation (CSE)** - can be perpetrated by individuals or groups, males or females and children or adults. It can range from a one-off opportunistic incident to complex, organised abuse.
- **Radicalisation** - the process by which a person comes to support terrorism or extremist ideologies, and in some cases, to then participate in terrorist groups. 'Prevent' is part of the government's counter-terrorism strategy that aims to stop people becoming radicalised.
- **County Lines** - the exploitation of children by gangs and organised crime networks selling drugs.

- **Cuckooing** - where drug dealers take over the home of a vulnerable person in the community for use as a base.
- **Online abuse** - clients are at risk of harm through the use of ICT and social media through cyberbullying, grooming by extremist groups or paedophiles, exposure to unsuitable/ violent material and sexualisation.

Information sharing

It is everyone's duty to report anything that they suspect to constitute abuse, risk of abuse or neglect, in order for the right action to be taken. Information should be shared with consent where possible; however, rights to confidentiality are not absolute and may be overridden where it is necessary to share information to support an investigation or where there is a risk to the safety and well-being of the person or to others, based on the facts. Information shared must be *necessary, proportionate, relevant, accurate, timely* and *secure*. A record of the decision to share or not to share should be kept on the client's file, along with a note of what has been shared with whom and for what purpose.

Reporting Procedure

If you are concerned that someone is experiencing or at risk of abuse, in the first instance, speak to the most senior member of your team who will contact the relevant safeguarding team from the list below and escalate to the Safeguarding Lead. In the absence of a manager, contact the Safeguarding Lead or Deputy (in the Safeguarding Lead's absence) directly.

Safeguarding Lead: Sophie Stock; CEO: 07506 151855

Deputy Safeguarding Lead: Sarah Collins; Head of Operations: 07944 273228

Out of hours: contact respective on-call or the EDT from contacts below.

If you think a crime has been committed against someone unable to protect themselves from abuse, or that a risk is imminent, call the police:

In an emergency call **999** In a non-emergency situation call **101**

Bedford Borough

To report a concern for **under 18's**:

Phone:	01234 718700
Out of hours, phone the EDT on	0300 300 8123
Email:	Earlyhelphub@bedford.gov.uk
Integrated Front Door Online Form	Click here

To report a concern for **18 and over**:

Phone:	01234 276222
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Out of hours, phone the EDT on	0300 300 8123
Email	adult.protection@bedford.gov.uk

Luton Borough

To report a Safeguarding concern for **under 18's**

Phone:	01582 547653
Out of hours, phone the EDT on	0300 3008123
Email:	mash@luton.gcsx.gov.uk

To report a concern, phone or complete a Safeguarding **Adult** Concern form: download [here](#)

Phone:	01582 547730 or 01582 547563
Out of hours, phone the EDT on	03003 008123
Email:	adultsafeguarding@luton.gov.uk

Central Bedfordshire

To report a concern for **under 18's** complete a BIC 100 online form here [here](#)

Phone:	0300 300 8585
Out of hours, phone the EDT on	0300 300 8123
Email	cs.accessandreferral@centralbedfordshire.gov.uk

To report a concern for **18 and over** complete an online safeguarding of vulnerable adults form [here](#)

Phone:	0300 300 8122
Out of hours, phone the EDT on	0300 300 8123
Email	adult.protection@centralbedfordshire.gov.uk

Reporting concerns about terrorism

If it is an emergency, dial 999. If you suspect it, report it!

If you consider anything to be suspicious or connected with terrorism, contact Bedfordshire Police on the non-emergency number 101 or the Anti-Terrorist Hotline on 0800 789 321.

Recording

In **all** safeguarding eventualities, a pastoral log must be completed and sent to the Safeguarding Lead (this is automatic when recorded on CHIPS) to enable Fun4YP to record and accurately

report on safeguarding incidents. When recording incidents, please be accurate, objective, and concise.

If a safeguarding concern is sufficient to warrant a **MASH, IFD, BIC 100, SOVA, MARAC**, referral, you must provide the Safeguarding Lead with a copy at the earliest opportunity, followed by the local authority decision as to whether the alleged abuse meets the threshold for an enquiry. These must also be filed electronically in the Safeguarding folders located on the appropriate drive.

Allegations against staff and volunteers

Please discuss any concerns with the Safeguarding Lead.

Allegations of abuse will be thoroughly investigated and Fun4YP staff disciplinary action may result. Fun4YP is aware that some allegations of abuse are mistaken or false, but we are committed to thorough and fair investigation, involving statutory agencies if necessary. Allegations that are considered to be of a serious nature, will be reported to the LADO (Local Area Designated Officer) by the Safeguarding Lead or Deputy. LADO can be contacted on:

Bedford Borough: 01234 276693 / 276560

Central Bedfordshire: 0300 3008142

Luton Borough: 01582 548069

Lead Trustee for Safeguarding - Responsibilities

The lead trustee for safeguarding takes on three main sets of duties related to safeguarding in addition to their wider responsibilities as a trustee.

Strategic

- Consider the organisation's strategic plans and make sure they reflect safeguarding legislation, regulations specific to your activities, statutory guidance, and the safeguarding expectations of the Charities Commission.
- Work with the CEO and designated safeguarding lead regularly to review whether the things the organisation has put in place are creating a safer culture and keeping people safe.
- Check the organisation's risk register reflects safeguarding risks properly and plans sensible measures to take, including relevant insurance for trustees' liability.
- If your organisation delivers activities that need inspections, be aware of how ready for those inspections you are and respond to any following reports.
- Make sure there is space on the agenda for safeguarding reports and help trustees understand and challenge those reports.

Effective policy and practice

- Make sure there is an annual review of safeguarding policies and procedures and that this is reported to trustees.
- Understand the monitoring your charity does to see whether policies and procedures are effective.

- Call for audits of qualitative and quantitative data (either internal or external) when they're needed.
- Learn from case reviews locally and nationally, to improve your organisation's policies, procedures and practices.
- Oversee safeguarding allegations against staff or volunteers, together with CEO (designated safeguarding lead).
- Be a point of contact for staff or volunteers if someone wishes to complain about a lack of action in relation to safeguarding concerns.

Creating the right culture

- Champion safeguarding throughout the organisation.
- Attend relevant safeguarding training events and conferences.
- Support the trustees in developing their individual and collective understanding of safeguarding.
- Attend meetings, activities, projects to engage with staff, volunteers and beneficiaries to understand safeguarding on the ground.
- Work with the chair, CEO and Head of Operations in order to manage all serious safeguarding cases.
- Support regular safeguarding updates for staff, volunteers and beneficiaries.
- Make sure you have ways of gathering the views of staff and volunteers in relation to safeguarding and sharing these with the board.

Support from the chair

The chair should make sure that the lead trustee for safeguarding either has the required knowledge, skills, and experience or is supported to develop these.