

Positive 4 Young People  
Community Interest Company

# SAFEGUARDING POLICY



Karen Tait  
Managing Director

April 2023-24

## **1. Introduction**

This document details how Positive 4 Young People Community Interest Company (hereafter P4YP) staff, volunteers and parents will respond to the need to protect children and young people from harm in accordance with Derby and Derbyshire Safeguarding Children Procedures.

P4YP has a duty to follow the safeguarding children procedures and may also need to assist the Police or Children's Social Care staff when they are investigating allegations. If a worker is aware of an allegation, or suspects that a child is being abused, then they must ensure that the correct procedures and authorities are informed, so that it can be investigated properly. The initial action that is taken by the worker at the point of suspicion is important in terms of how the parent/carer forms a relationship with Children's Social Care staff and other agencies and also in the type of useful evidence that can be collated.

A delay or failure to act appropriately could result in serious consequences for the child.

If in doubt, then advice should always be sought from P4YP Directors or the Named Nurse for Safeguarding Children.

## **2. Philosophy**

- We are dedicated to the health, education, safety and welfare of children, young people, parents and carers, whatever their race, gender or culture.
- P4YP will promote joint working as essential for safeguarding and promoting the welfare of a child.
- P4YP will ensure partnership working with parents/carers and the wider community.
- P4YP is aware of the Derby and Derbyshire Safeguarding Children Procedures.

## **3. Working in Partnership with Parents and Confidentiality**

In accordance with the Human Rights Act, whenever possible, parents/carers should be aware of your concerns and that you will be discussing the issue with Children's Social Care staff and following Derby and Derbyshire Safeguarding Children Procedures. The only times that this might not be appropriate is if there has been a disclosure of allegations of sexual abuse, fabricated/induced illness (whereby the parent/carer makes a child intentionally ill) or if you have serious concerns that the child's wellbeing will be seriously at risk if the parent/carer knew of your intentions. In this situation, discuss your concerns with a P4YP Director or the named Safeguarding Lead for Children.

We have a duty to ensure confidential information is protected and that any details are not discussed outside of the work confines. However, there may be instances in which information clients have given and asked to keep secret or confidential, needs

to be divulged to the appropriate authority in order to protect the child. You should never make promises to a child or parent/carer that you will keep the matter a secret.

#### **4. Different Forms of Abuse**

Physical Abuse – causing injury or suffering to a child

Emotional Abuse – persistent emotional ill treatment of a child

Sexual Abuse – involvement of a child in sexual activity, including access to pornography

Neglect – failure to meet a child's basic physical and emotional needs

Abuse can be any of the above or a combination of these. You may be presented with the following situations:

- You may suspect that a child is being abused by something you've seen or heard.
- The child/young person may tell you that they are being abused. Listen to what the child/young person says as they rarely make false allegations.
- A child/young person is found home alone, wandering the streets or is seriously physically injured. This is an emergency situation and requires police involvement.
- A concerned adult reports to you that they suspect a child/young person is being neglected. In this case, always encourage the person to ring Call Derbyshire. They can give their information anonymously if they are concerned about their own safety. You still have a duty to inform the local Children's Social Care Team.

#### **5. Definitions of situations requiring a Child Protection response**

- Children/young people with unexplained injuries, or where there is an inconsistent explanation of the injury.
- Children/young people who have alleged abuse.
- Children/young people who are in contact with an individual identified as a risk to children.
- Children/young people who have suffered, or are suffering specific incidents or neglect or emotional abuse that are impairing their development.
- Failure to seek necessary medical attention.
- Failure to thrive that has been investigated medically and no organic cause found.
- Children/young people seriously affected by parental substance misuse.
- Children/young people affected by domestic abuse or a number of less serious incidents.
- Vulnerable children/young people who are left alone.
- Where there are serious concerns regarding the risk of significant harm to an unborn child.

*(Meeting the Needs of Children in Derbyshire, June 07)*

## **6. What to do next**

Take the matter seriously. You have a duty to protect the child/young person.

Only ask questions to ascertain the facts. Make a note of them, including times and dates, what you saw, heard and what action you took. Sign the document.

Inform the parent that you will be talking to Children's Social Care or bringing it to the attention of your manager unless the case is sexual abuse, a fabricated/induced illness or you feel that you are putting the child/young person at more risk of harm.

The attached flow chart details the procedure for each type of concern. (See Appendix 1)

## **7. How P4YP staff will ensure children/young people are protected from harm in their facilities and activities**

### **7.1 Recruitment, selection and vetting procedures**

In the appointment of staff and volunteers, all character references will be taken up and police checks made on each successful candidate.

On entering employment/service, all staff should be familiarised with the P4YP Safeguarding Children Procedures and the Derby and Derbyshire Safeguarding Children Policy and Procedures.

It should be made clear to all staff about their own boundaries and when and to whom they should refer on.

All P4YP staff and volunteers will receive appropriate training on Safeguarding Children procedures annually.

### **7.2 Safeguarding children at P4YP venues and events**

When arranging outside events and activities, it is important that anyone engaged to provide supervised charge of a child/young person has had police clearance.

### **7.3 Staff support and supervision**

Dealing with Safeguarding Children concerns can be worrying to the individual making the referral to Children's Social Care. Remember that you are doing this in the best interest of the child/young person and that it is something that you have a duty to do. Staff and volunteers may find it helpful to discuss worries or feelings.

### **7.4 Keeping in touch with new policies and procedures**

P4YP Directors will ensure that all members of staff receive safeguarding training on induction and on a regular basis thereafter. The Derby and Derbyshire Safeguarding Children Board Policies and Procedures Manual is available online and should be used for guidance. All updates to the manual are online.

Links will be established and maintained with Children's Social Care, Multi Agency Teams, Derbyshire Safeguarding Children Board and partner agencies.

### **8. What to do if allegations are made against staff and volunteers**

All cases of alleged or suspected abuse must be investigated, whether or not you think the scenario is likely. This includes:

- Allegations of assault involving actual physical injury
- Repeated intimidation by a member of staff/carer
- Sexual abuse

#### **Action:**

- Ensure the safety of the child/young person
- Inform a P4YP Director immediately
- Make a record of events and of action taken
- P4YP Director to inform senior managers within partnerships
- P4YP Director to refer the allegation to the Children's Social Care Team who will give advice on action and will instigate investigations
- Refer to Section 6.6 of the Derby and Derbyshire Safeguarding Children Procedures.

### **9. Summary**

- If you are uncertain if there is a cause for concern, discuss with your line manager or the named Safeguarding Lead for Children.
- If you are certain, still discuss with the above before referring to Children's Social Care (via Call Derbyshire), unless the child/young person is in immediate danger (e.g. home alone, wandering alone, physically injured).
- If the child/young person is in immediate danger then ring the police on 999 before contacting Call Derbyshire.
- Document clearly what you have seen, heard and done. Date, time and sign it.
- Send a written copy of the report to Children's Social Care within 24 hours. Send a copy to the P4YP Directors.
- If you are upset or worried about the action you have taken or about what you have witnessed, talk to your line manager. It is natural to feel some form of emotion and it helps to talk about it.

## **10. Useful Contacts**

### **CALL DERBYSHIRE**

Tel: 01629533190

**Written referrals should be sent to the appropriate district office  
N E Derbyshire – High Street, Clay Cross S45 9JB**

### **Police**

Central Referral Unit, Butterley Hall, Ripley, Derbyshire DE5 3RS

**Tel:** 01773 572058 / 59 / 73

**Fax:** 01773 572074

### **Health**

Consultant/Designated Nurse Safeguarding Children and Children in Care

**Tel:** 01246 514061

Named Doctor - Child Protection (Chesterfield and North Derbyshire)

**Tel:** 01246 513141

Named Nurses can be contacted through-

Derbyshire Safeguarding Children Service, Babington Hospital, Derby Road, Belper  
Derbyshire DE56 1WH

**Tel:** 01773 599410

### **NSPCC National Helpline**

0808 800 5000

### **Childline**

0800 11 11

Policy Number 14

**THIS PROCESS WAS ADOPTED BY P4YP ON:**

Signed: K W Tait..... (P4YP Managing Director)

Date: 01.04.2023

Signed: ..... (P4YP Director)

Date: 01.04.2023

**THIS PROCESS IS TO BE REVIEWED IN APRIL 2024**

Signed: ..... (P4YP Director)

Date: 01.04.2024

Signed: ..... (P4YP Director)

Date:01.04.2024