

WEB/RISC Safeguarding and Child Protection POLICY 2019

Approved and signed on behalf of the RISC Collective:

Print Name:

Signature:

Date:

Approved and signed on behalf of the RISC Board of Trustees:

Print Name:

Signature:

Date:

Adoption date:

Review Date 1 years from adoption date, due:

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WEB/RISC Safeguarding and Child Protection Policy and Procedures

WEB/RISC is committed to safeguarding and promoting the welfare of children and young people. This policy includes children and young people up to age 18.

This policy and procedures have been drawn up in order to enable WEB/RISC to:

- promote good practice
- ensure that any allegations of abuse or suspicions are dealt with appropriately
- ensure that all collective members, trustees, staff, volunteers, those working in any capacity on behalf of WEB/RISC such as self-employed contractors, and service users are familiar with this policy and procedures

All individuals who have contact with children in their work or volunteering role with WEB/RISC will be required to read and accept this safeguarding procedure and attend relevant Safeguarding Children training, and update this training every 3 years or sooner.

All staff individuals who are engaged in 'regulated activity' with children in their work or volunteering role with WEB/RISC will also be required to have an Enhanced plus Barring List Check disclosure and may not commence working or volunteering in that role until this is satisfactorily returned.

'Regulated activity' is quite prescriptive in relation to children and therefore all supervisors recruiting new staff or volunteers must check the requirements in advance. Advice can be sought from Reading Voluntary Action.

When working with children or organising events for children we look at the nature of the activity and how much contact there is between an adult and a child/young person. The risk when staff attend schools is considered 'low risk' as staff do not work alone, do not work on a frequent or intense basis with children and are accompanied by the teachers. Other one-off events organized by WEB/RISC that are held at RISC would be considered 'low/medium risk'. No adult would be left alone with a child/young person. Volunteers helping on an adhoc basis and not in regulated activity, who are not DBS checked, are supervised at all times.

WEB/RISC supports the following principles:

That the welfare of the child is paramount

That all children without exception have the right to protection from abuse; both mentally and physically

That all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

That all the charity's trustees, staff volunteers and service users have a responsibility to report concerns

All children have the right to be safeguarded from harm and exploitation, whatever their:

Race, religion, first language or ethnicity

Gender or sexuality

Age

Health or disability

Location or placement

Record of any criminal behaviour

Political or immigration status

All task descriptions, where the tasks includes working with children, will include a statement requiring all staff to work within the RISC's Safeguarding and Child Protection Policy.

Volunteers

Volunteers are expected to provide a full checkable employment history with no unexplained gaps, and provide references. They are required to state whether they have any criminal offences on the application form, which includes the following statement:

Having a criminal record will not necessarily bar an individual from working with RISC. This will depend on the circumstances and background of your offences. Please see RISC's Employment of Ex-Offenders Policy.

Paid Staff

All staff who engaged in regulated activity with children will have an enhanced plus Barring List Check DBS in place beforehand.

Only those staff with a Enhanced plus Barring List Check DBS are allowed to work with the children as they will also be supervising volunteers

Staff being recruited are expected to provide a full checkable employment history with no unexplained gaps on their CV.

All job descriptions, where the job includes working with children in regulated activity, will include a statement requiring all staff to work within RISC's Child Protection Policy and that an enhanced plus Barring List Check DBS will be carried out.

Trustees

It is unlikely that our Trustees would come into contact with children in their role as Trustee. However the Charity Commission guidance on good safeguarding practice for Trustees and Charities recommends that Trustees of charities who work with children or vulnerable adults should have an enhanced DBS check. WEB/RISC follows this good practice guidance and all our Trustees are required to have this. Furthermore ideally all Trustees

volunteer at RISC for at least 6 months prior to becoming a Trustee.

New Trustees are given copies of guidance from the Charity Commissioners on the Roles and Responsibilities of charity Trustees and appropriate organisational governance and policy documents.

Procedures

Categories of abuse and how to recognise abuse:

Child abuse will never be tolerated by WEB/RISC and all staff will receive relevant safeguarding training to help them identify them to identify and respond appropriately to any child abuse.

Children may show different responses to experiencing abuse but some common symptoms that you might notice are the following. This is not an exhaustive list of symptoms below, and if you are concerned about a child you must speak to your line manager.

Categories of abuse:	Symptoms of abuse
<p>Domestic abuse</p> <p>Witnessing domestic abuse is child abuse and teenagers can experience domestic abuse in their relationships. Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. But it isn't just physical violence – domestic abuse includes emotional, physical, sexual, financial or psychological abuse.</p>	<p>Domestic Abuse symptoms:</p> <ul style="list-style-type: none">• Becomes aggressive• Displaying anti-social behavior• Suffers from depression or anxiety• Withdrawn• Self-harm• anxious
<p>Sexual abuse</p> <p>A 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. Sometimes the child won't understand that what's happening to them is abuse.</p>	<p>Sexual abuse symptoms:</p> <ul style="list-style-type: none">• May stay away from people• Showing sexualized behavior• Physical soreness/ STI's• Pregnancy• Self harm• Poor hygiene/ covering up

<p>Neglect</p> <p>Neglect is the ongoing failure to meet a child's basic needs and is the most common form of child abuse and includes failure to care for a child's physical, emotional, educational or medical needs.</p>	<p>Neglect symptoms:</p> <ul style="list-style-type: none"> • Poor appearance and hygiene, such as unwashed clothes, inadequate clothing • Seem hungry • Untreated injuries • Repeated accidents • Tiredness • Poor communication skills • Left alone for long periods • Taking on carer role in the family
<p>Online abuse</p> <p>Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. Children and young people may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse.</p>	<p>Online abuse symptoms:</p> <ul style="list-style-type: none"> • spend lots, much more or much less time online, texting, gaming or using social media • are withdrawn, upset or outraged after using the internet or texting • are secretive about who they're talking to and what they're doing online or on their mobile phone • have lots of new phone numbers, texts or e-mail addresses on their mobile phone, laptop or tablet.
<p>Physical abuse</p> <p>Physical abuse is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts. It isn't accidental. It can include being hit, kicked, poisoned, burned, slapped, shaken or having objects thrown at them. It is never acceptable.</p>	<p>Physical Abuse Symptoms:</p> <ul style="list-style-type: none"> • Bruises • Burns • Bite marks • Fractures/ broken bones • Other health problems <p>Bumps and bruises don't necessarily mean a child is being physically abused – all children have accidents, trips and falls.</p> <p>But if a child often has injuries, there seems to be a pattern, or the explanation doesn't match the injury then this should be investigated.</p>
<p>Emotional abuse</p> <p>Emotional abuse is the ongoing emotional maltreatment of a child. It's sometimes called psychological abuse and can seriously damage a child's emotional health and development. Emotional abuse can involve deliberately trying to scare or humiliate a child or isolating or ignoring them.</p>	<p>Emotional abuse symptoms:</p> <ul style="list-style-type: none"> • Struggle to control strong emotions • Seem isolated from their parents • Lack social skills or have few, if any, friends

<p>Child sexual exploitation (CSE)</p> <p>Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.</p> <p>Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.</p>	<p>CSE Symptoms:</p> <ul style="list-style-type: none"> • Be involved in abusive relationships • Hanging out with groups of older people • Having older boyfriends/ girlfriends • Shoplifting and petty crime • Unexplained physical injuries • A changed physical appearance
<p>Female genital mutilation (FGM)</p> <p>Female genital mutilation (FGM) is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. FGM is child abuse. It's dangerous and a criminal offence. There are no medical reasons to carry out FGM.</p>	<p>FGM Symptoms</p> <ul style="list-style-type: none"> • A long holiday abroad or going 'home' to visit family • A special occasion/ 'ceremony to become a woman' or get ready for marriage • Unexpected, frequent or prolonged absence from school

Other common symptoms of all types of abuse:

- Withdrawn
- Anxious
- Aggressive
- Clingy
- Depressed
- Self-harm

How to respond if a child tells you about abuse

- **Listen carefully to the child.** Avoid expressing your own views on the matter. A reaction of shock or disbelief could cause the child to 'shut down', retract or stop talking but don't ask leading questions
- **Let them know they've done the right thing.** Reassurance can make a big impact to the child who may have been keeping the abuse secret
- **Tell them it's not their fault.** Abuse is never the child's fault and they need to know this
- **Say you believe them.** A child could keep abuse secret in fear they won't be believed. They've told you because they want help and trust you'll be the person to believe them and help them
- **Don't talk to the alleged abuser.** Confronting the alleged abuser

about what the child's told you could make the situation a lot worse for the child

- **Explain what you'll do next.** If age appropriate, explain to the child you'll need to report the abuse to someone who will be able to help, you can not promise not to tell anyone
- **Don't delay reporting the abuse.** The sooner the abuse is reported after the child discloses the better. Report as soon as possible so details are fresh in your mind and action can be taken quickly

COMPLETE THE 'RECORDING CONCERNS ABOUT A CHILD' FORM (copy at the back of the policy) as soon as possible and discuss with the DP

Who staff, parents or children can speak to if they are worried

- Anyone, Volunteers, staff or service users who are concerned about a child's welfare can always discuss their concerns with the designated (DP) person responsible. The DP has an enhanced DBS check and has attended appropriate safeguarding children training

The designated Person is Dave Richards – dave@risc.org.uk

Tel: 0118 958 6692 Internal Ext. 28

The deputy Designated person is Jane Amin – jane@risc.org.uk

Tel: 0118 958 6692 Internal Ext. 29

The designated Safeguarding Trustee is Colin Date - colingndate@gmail.com

Tel: 01344 641936

What the named person will do

The DP will follow Reading Borough Council's Children's Single point of Access procedure

← Secure web form: www.reading.gov.uk/childrensreferralform

← Telephone: 0118 937 3641 (Monday to Friday 9 am – 5 pm)

Secure E-mail:

ChildrensSinglePointofAccess@reading.gcsx.gov.uk.

out-of-hours Emergency Duty Team 01344 786543

- If the matter relates to a registered provider it would be also

be referred to Ofsted.

- Any member of staff (paid or unpaid) who has witnessed another member of staff/volunteer behaving in an inappropriate way towards a child or children and thinks they may be unsuitable to work with children would be expected to report their concerns to the DP who will follow the Whistleblowing Policy and report the matter to the any relevant authorities, such as the Police, Children's Safeguarding Team and the Disclosure and Barring Service.

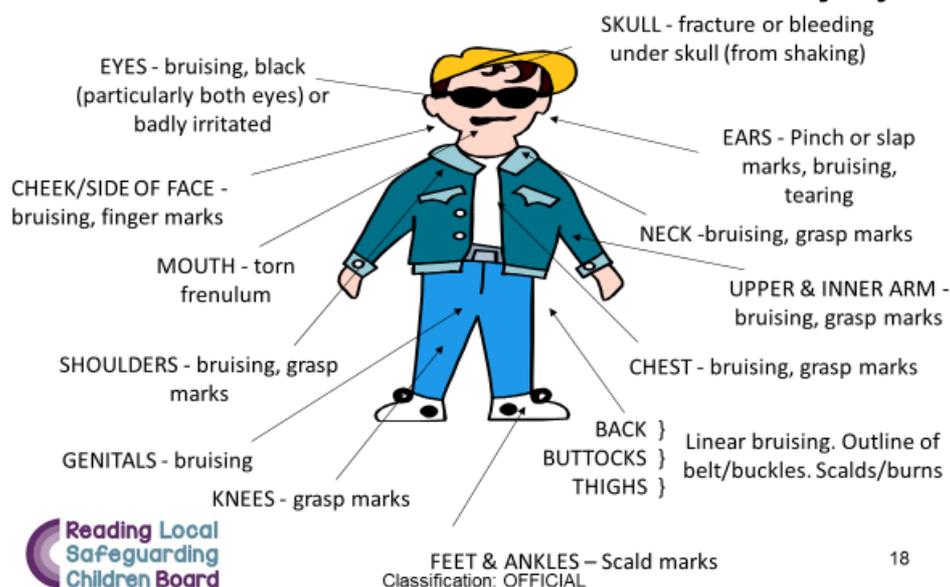
For more information;

NSPCC - <https://www.nspcc.org.uk>

Reading local safeguarding board - <http://www.readinglscb.org.uk>

Safeguarding is a standing agenda item on both the Board of Trustees regular meetings and the Collective regular meetings.

Common Sites for Non Accidental Injury



Record of Concern



Family name of child/young person		First name(s)		Alias / also known as	
Address		Postcode		D.O.B	
				Age	
Nature of concern (Brief outline, record in detail below)				Date that concern was raised	
				Time that concern was raised	
Name of person raising concern				Relationship to child/young person	
Who have you passed this information to?				On what date?	

Detail of concern

**(Please include as much detailed information in this section as possible.
Remember - the quality of your
information will inform the level of intervention initiated.)**

Signature of person raising concern		Date		Time	
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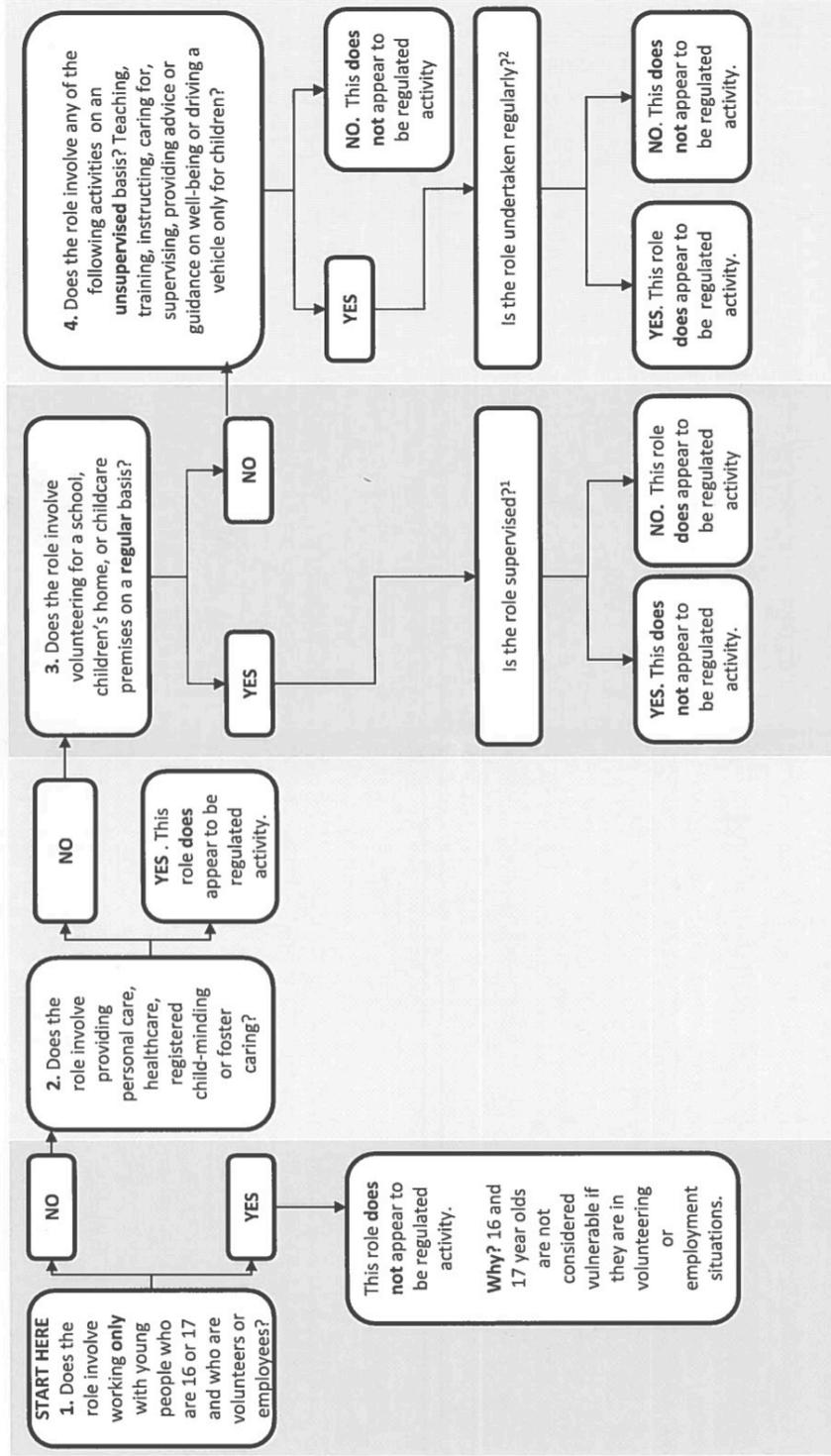
Details of all actions/ decisions taken in respect of this concern –
To be completed by Designated Person:-

Action Taken	By who	Date & time Completed
Outcome		

Action Taken		By who		Date & time Completed
Outcome				
Action Taken		By who		Date & time Completed
Outcome				
Name of Designated Person		Signature		
Name of Parent		Signature		

Regulated Activity relating to children and young people

Important - this chart does not apply to family arrangements and personal non-commercial arrangements (these are not covered by the DBS system) and should be read in conjunction with the full guidance from the Department for Education, available via www.education.gov.uk/childrenandyoungpeople/safeguardingchildren/a00209802/disclosure-barring



¹ Supervised means regular supervision by someone who themselves is in Regulated Activity. See the Department for Education's guidance on supervision, available via www.education.gov.uk/childrenandyoungpeople/safeguardingchildren/a00209802/disclosure-barring

² Regular means carried out by the same person frequently (once a week or more) or on four or more days in a 30-day period (or in some cases overnight).