

yourmission

Your Mission Limited Policy on Safeguarding

1. Introduction

Every child or vulnerable adult deserves to be safe and secure in their activities. Their parents or carers (if they have them) need to feel sure that the people in charge of these activities are trustworthy, responsible and will do everything they can to keep the vulnerable adult or child safe from harm. Unfortunately, sometimes people who work or volunteer may pose a risk to children or vulnerable adults and may wish to harm them.

Your Mission Limited has put in place safeguards to protect children, young people or vulnerable adults. Your Mission Limited has also put in place safeguards to avoid putting their workers in positions where abuse might be alleged, and to ensure that all workers know exactly what to do should abuse be suspected. Your Mission Limited believes it is important to not only protect the vulnerable from abuse but to actively promote the welfare of children, young people and vulnerable adults - not just to protect, but to safeguard.

Definition of a Vulnerable Adult is defined in the 'No Secrets' government report as a person "who may be in need of community care services by reason of mental or other disability, age or illness; and who is unable to protect him or herself against significant harm or exploitation."

2. Values for Safeguarding Children & Young People

- The needs of the child are paramount and should underpin all child protection work working to the London Child Protection Procedures.
- Responsibility for safeguarding children and young people must be shared as they can only be protected effectively when all the relevant agencies and individuals accept responsibility and co-operate with one another. The Children Act 2004 places new duties on public bodies to share information in order to safeguard the welfare of children and young people.
- All children and young people have the right to grow up in a caring and safe environment.
- Children and young people have the right to be protected from abuse of all types, and to expect that adults in positions of responsibility will do everything possible to foster those rights.
- The protection of children and young people from abuse is seen as part of the general responsibility of Your Mission Limited.
- Your Mission Limited has a responsibility to promote non-abusive relationships and create anti-abusive environments.
- The primary duty of staff, whatever their nominated role is to protect children and young people from significant harm.
- Your Mission Limited has a responsibility to inform parents, children and young people of its duty to follow up any safeguarding concerns and report suspected cases of abuse when disclosed or observed.

3. Values for Safeguarding Vulnerable Adults:

Privacy: The right of individuals to be left alone or undisturbed and free from intrusion or public attention into their affairs.

Dignity: Recognition of the intrinsic value of people regardless of circumstances by respecting their uniqueness and their personal needs; treating with respect.

Independence: Opportunities to act and think without reference to another person, including a willingness to incur a degree of calculated risk.

Choice: Opportunity to select independently from a range of options.

Rights: The maintenance of all entitlements associated with citizenship.

Fulfilment: The realisation of personal aspirations and abilities in all aspects of daily life.

Valuing Diversity: Respect for different cultures, ethnic backgrounds, disabilities, religions, ages, genders, and sexual preferences.

Your Mission Limited has a responsibility to inform vulnerable adults and carers (where appropriate), of it's duty to follow up any safeguarding concerns and report suspected cases of abuse to the appropriate body, when disclosed or observed.

Safeguarding Procedures & Guidance

4. Contact with Children, Young People & Vulnerable Adults

Your Mission Limited has limited contact with children and young people and vulnerable adults indirectly through our activities.

5. Preventing Opportunities for Abuse

Your Mission Limited's aims to:

- Ensure we practice safe recruitment in checking the suitability of staff and volunteers who may come into contact with children and vulnerable people
- Implement procedures for identifying and reporting cases, or suspected cases of abuse.
- Make our Safeguarding Policy available
- Statutory guidance and legislation requires that all social care agencies designate specific, appropriately trained and informed individual/s to be the person/s with whom child protection/safeguarding concerns are discussed initially

All Your Mission Limited trustees and directors will be made aware of and use this policy.

5.1. Safer Recruitment and Supervision of staff/volunteers

All Your Mission Limited staff/volunteers will complete a Criminal Records Disclosure application if they are working with children or vulnerable adults. If the post holder is likely to be unsupervised at any time they should apply for an Enhanced Disclosure. A Standard Disclosure is only appropriate if the post holder is guaranteed not to have unsupervised access to children or vulnerable adults. Your Mission Limited will also seek at least 2 references for every paid or unpaid post.

Your Mission Limited will be able to check with the IAS that individual staff members who will be working with children or vulnerable adults have been assessed for work with these groups. www.isa-gov.org.uk/

5.2. Training & Development

All Your Mission Limited staff working with children and vulnerable adults to maintain up to date knowledge of Safeguarding vulnerable adults and children and young people through training.

All Your Mission Limited staff/volunteers will have access to ongoing training opportunities to promote their safeguarding knowledge. This will include basic training on the Your Mission Limited Policy and procedures with access to specific training where necessary.

5.3.Safer Practice in Direct Work

- No Your Mission Limited member of staff or volunteer will be alone with a child or vulnerable adult without alerting others to the reason.
- At least 2 DBS checked workers/volunteers to be present during all direct work.
- All allegations of abuse against a worker, however minor, are reported to a director/trustee.
- Parent, carer or next of kin consent (where appropriate) and contact details to be recorded for all children or vulnerable adults accessing Your Mission Limited events (not church events)
- If any allegation is made against a member of Your Mission Limited staff concerning alleged abuse of a child the procedure to be followed will be in line with the London Child Protection Procedures 3rd Edition see <http://www.londonscb.gov.uk/procedures/>

5.4.Safer Practice for Staff who may come into contact with Children and Vulnerable Adults but do not directly work with them

- All staff in this context to have a Standard DBS check, this would include some administrators and workers
- Where practical no Your Mission Limited member of staff or volunteer will be alone with a child or vulnerable adult without alerting others to the reason
- Safeguarding considerations should be included on the Access & Security Policy for all Voluntary Action Centres.

6. Definitions of types of Abuse

6.1.Physical Abuse of Children, Young People or Vulnerable Adults

- Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or vulnerable adult.
- Physical harm may also be caused when a parent/carers fabricates the symptoms of, or deliberately induces, illness in a child or vulnerable adult.

Physical Abuse - Indicators	
Physical Indicators	Behavioural Indicators
Unexplained injuries – bruises / abrasions / lacerations The account of the accident may be vague or may vary from one telling to another. Unexplained burns Regular occurrence of unexplained injuries Most accidental injuries occur on parts of the body where the skin passes over a bony protrusion.	Withdrawn or aggressive behavioural extremes Uncomfortable with physical contact Seems afraid to go home Complains of soreness or moves uncomfortably Wears clothing inappropriate for the weather, in order to cover body. The interaction between the child, vulnerable adult and its carer

6.2.Neglect

- Neglect is the persistent failure to meet a child’s or vulnerable adult’s basic physical and / or psychological needs, likely to result in the serious impairment of the child’s or vulnerable adults health or development.
- Neglect may involve a parent/carer failing to:
- Provide adequate food, clothing and shelter
- Protect a child or vulnerable adult from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers);
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child’s or vulnerable adult’s basic emotional needs.

Neglect - Indicators	
Physical Indicators	Behavioural Indicators
Unattended medical need Underweight or obesity Recurrent infection Unkempt dirty appearance Smelly Inadequate / unwashed clothes Consistent lack of supervision Consistent hunger Inappropriately dressed	Poor social relationships Indiscriminate friendliness Poor concentration Low self-esteem Regularly displays fatigue or lethargic Frequently falls asleep Frequent unexplained absences

6.3.Emotional Abuse

- Emotional abuse is the persistent emotional maltreatment of a child or vulnerable adult such as to cause severe and persistent effects on the child’s or vulnerable adult’s emotional development, and may involve:
- Conveying to children or a vulnerable adult that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;
- Imposing age or developmentally inappropriate expectations on children. These may include interactions that are beyond the child’s or vulnerable adult’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child or vulnerable adult participating in normal social interaction;
- Seeing or hearing the ill-treatment of another;
- Serious bullying, causing children or vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children or vulnerable adults;

Emotional Abuse - Indicators	
Physical Indicators	Behavioural Indicators
Poor attachment relationship Unresponsive / neglectful behaviour towards the child’s or vulnerable adults emotional needs Persistent negative comments about the child or vulnerable adult Inappropriate or inconsistent expectations Self harm	Low self-esteem Unhappiness, anxiety Withdrawn, insecure Attention seeking Passive or aggressive behavioural extremes

6.4. Sexual Abuse

- Sexual abuse involves forcing or enticing a child, young person or vulnerable adult to take part in sexual activities, including prostitution, whether or not the child or vulnerable adult is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts.
- Sexual abuse includes non-contact activities, such as involving children or vulnerable adult's in looking at, or in the production of pornographic materials, watching sexual activities or encouraging children or vulnerable adult's to behave in sexually inappropriate ways.

Sexual Abuse - Indicators	
Physical Indicators	Behavioural Indicators
Sign of blood / discharge on the child's or vulnerable adult's underclothing. Awkwardness in walking / sitting Pain or itching – genital area Bruising, scratching, bites on the inner thighs / external genitalia. Self harm Eating disorders Enuresis / encopresis Sudden weight loss or gain	Sexually proactive behaviour or knowledge that is incompatible with a child's age & understanding. Drawings & or written work that is sexually explicit Self harm / Suicide attempts Running away Substance abuse Significant devaluing of self Loss of concentration

6.5. Discriminatory forms of Abuse

This form of abuse involves direct, indirect discrimination of children or vulnerable adults because of their race, gender, sexuality, disability, religion, mental health status or age.

Discriminatory Abuse – Examples:
Lack of culturally or gender sensitivity in care practices Access to services denied due to lack of disability awareness and access needs of members No attempt to address language barriers No provision of culturally sensitive food No awareness of importance of faith festivals etc

7. How to Report Suspected Abuse

Where a worker or volunteer suspects a child or vulnerable adult has or is being physical abused, neglected, emotionally or sexual abused the worker will follow the process below:

1. Practitioner has concerns about a child or vulnerable adult's welfare



2. Practitioner discusses with trustee/ director as appropriate as soon as possible



3. Practitioner believes the child or vulnerable adult is in immediate danger - call the police on 999. If not go to 4.



4. Practitioner / Manager records concerns using as much information as possible such as what was said, what was observed, when, where and who else was there, date, time and place of disclosure/concerns.

- 5.



Call: Contact Children's Social Care tel: 0300 500 80 80 **In an emergency** outside of office hours please call our emergency duty team on **tel: 0300 456 4546**



6. Followed up in writing within 48 hours with copy kept in Your Mission Limited Incidents file.



7. Your Mission Limited to review safeguarding practice at a special meeting.

8. Legislation

Every Child Matters and the Children Act 2004

In September 2003 the Government set out in the Green Paper 'Every Child Matters' its proposals for a radical reorganisation of children's services – from hospitals and schools, to police and voluntary groups. Subsequently 'Every Child Matters: Change for Children' was issued and the Children Act 2004 was passed. Every local authority will lead on integrated delivery of services for children and young people through multi-agency children's trusts. Local authorities have a statutory Local Safeguarding Children Boards which have replaced the non-statutory Area Child Protection Committees. The London Child Protection Procedures 2007 and the 'Working Together Guidance' 2006 are very useful resources when concerned about child abuse and have a section called 'What to do if?' See: www.londonscb.gov.uk/files/procedures/london_cp_procedures_v.3_print__10.01.08.pdf The children's trusts are a direct response to Lord Laming's report of the inquiry into the death of Victoria Climbié, which highlighted the extent to which better working together and better communication was crucial.

Further details from <http://www.everychildmatters.gov.uk/>

The 'No Secrets' Guidance, Department of Health 2000

The 'No Secrets' guidance from the government says that all agencies working with vulnerable adults living within the local authority boundary must work together to protect them from abuse. The purpose of the Croydon Multi-Agency Safeguarding Vulnerable

Adults Policy and Procedures is to ensure that all partner agencies in Croydon work together to safeguard vulnerable adults from abuse. It follows the guidance laid down in 'No Secrets' (DH 2000).

Safeguarding Vulnerable Groups Act 2006

In response to recommendation 19 of the Bichard Inquiry Report into child protection procedures following the Soham murders, new arrangements for people whose jobs and voluntary work bring them into contact with children and vulnerable adults (previously referred to as the vetting and barring scheme) is due to be phased in from autumn 2008 under the Safeguarding Vulnerable Groups Act.

The Children Act 1989

This act provided legislation to ensure that the welfare and developmental needs of children are met, including their need to be protected from harm.

Care Standards Act 2000

A DBS disclosure is required for most roles in organisations providing care or health services regulated under this act. This act also sets out the Protection of Vulnerable Adults scheme (please see guidance document for the process of DBS checks).

Agreed by the Directors/Trustees on _____ (date)

9. Further Advice & Guidance

Service for children with disabilities: 0208 726 6400
Special Educational Needs (SEN) 0208 760 5768

Foreign Office Forced Marriages Unit: 0207 008 0135

Sexual Exploitation advice line: 0208 686 4433 ext:61397

Parentline: (local) 0208 689 2252 (national) 0808 800 2222

Children and Young People service directory: 0208 689 7908

NSPCC Child Protection Helpline: 0808 800 5000 <http://www.nspcc.org.uk>

NSPCC Asian Child Protection helpline: 0800 096 7716

Family Rights Group: 0800 7311696 www.frg.org.uk

Childline: 0800 1111 <http://www.childline.org.uk>

Save the Children: 0207 703 5400 www.savethechildren.org

National Childrens Charity (NCH): 08457 626 579 www.nch.org.uk

Vulnerable Adults

Action on Elder Abuse: 0808 808 8141 www.elderabuse.org.uk

The Anne Craft Trust: 0115 951 5400 A.C.T. - The Ann Craft Trust is concerned with facilitating the protection of all adults and children with learning disabilities who are vulnerable to abuse. Website:www.anncrafttrust.org

Respond: 020 7383 0700 Provides services to people with learning disabilities who have experienced abuse, loss or trauma. www.respond.org.uk