



SAFEGUARDING POLICY

Children

This policy will be reviewed annually or when guidance or legislation changes. Nechells POD is continuously developing policies and procedures to ensure it meets the requirements of the law, the registration authority and good practice.

Review date	March 2026
Next review date	March 2027
Reviewed by	Jo Corkery (External HR Consultant)

Who does this policy apply to?

To all employees, volunteers, contractors, trustees, work experience students working on behalf of Nechells POD.

General Overview

People have the right to freedom from any kind of abuse. Nechells POD is committed to providing services based on the overriding principles that safety and wellbeing* (see below) is paramount. This policy outlines how we will prevent harm, promote welfare and protect children from abuse, neglect and exploitation whilst in our care.

We commit that those who visit the charity, attend an activity or receive support, will be fully included regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation and will be treated with respect and dignity. We recognise that everyone is individual and we fully respect diversity and human rights.

Everyone will receive a service that is caring, supportive and create a safe environment without fear of any kind of abusive behaviour being directed towards them.

The purpose of this policy is to provide clear overarching principles and processes that guide our approach to the protection of children and sets out our internal processes.

This policy sets out how we work will work to:

- Protect children from harm whilst they are in our care or participating in activities.
- Promote the welfare of children

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- Ensure employees and volunteers are aware of their responsibility and appropriately trained to safeguard children
- Provide clear procedures for responding to concerns or incidents of abuse.

Nechells POD is committed to:

- Creating a safe and welcoming environment where everyone feels respected, listen to and cared for
- Promoting safe practices in all aspects of our work
- Implementing preventative measures to reduce the risk of abuse, including safer recruitment and training
- Training all concerns seriously and acting on them appropriately, following our safeguarding processes, legislative guidelines and best practise.

Employment Legislation

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. Safeguarding means to prevent or respond to allegations of abuse, harm or neglect of children.

Safeguarding is covered by: -

The Children's Act 1989 and 2004.

This legislation establishes the principle that the welfare of a child is paramount in all matters concerning their upbringing. It sets out the duties of local authorities and other agencies to safeguard and promote the welfare of Children.

Under the Children Act 2004, a range of agencies, including local authorities, the police and health services, are under a duty to ensure they consider the need to safeguard and promote the welfare of Children when carrying out their functions

The 2004 Act reinforces the importance of integrated services and early intervention.

- Working Together to Safeguard Children (2018, updated 2023)
- Statutory guidance for inter-agency working to safeguard and promote the welfare of Children in England

The Children's Act 1989, defines a child or young person as: -

A person under the age of 18 years. '**Child**' therefore means 'children and young people' throughout.

Vulnerable children mean: -

- Children who are unlikely to achieve or maintain, or have the opportunity of achieving or maintaining a reasonable standard of health or development without the provision for them of social care services,
- Who health or development is likely to be significantly impaired or further impaired without the provision for them of social care services
- Who have a physical or mental impairment
- Who are in the care of a public authority or

- Who are provided with accommodation by a public authority to secure their wellbeing.

The Children and Social Work Act 2017

Reference* <https://learning.nspcc.org.uk/Children-protection-system/england>

The government also launched '**Every Children Matters**'. This policy set out statutory guidance and has five key principles which the government believed Children should have support with. These are:

- To be healthy
- To stay safe
- To enjoy and achieve
- To make a positive contribution
- To achieve economic well-being

Right Help Right Time. Birmingham Safeguarding Children's Partnership has produced general guidance (Right Help Right Time) for everyone who works with children, young people, and their families in Birmingham.

Their collective framework provides the Children with Disabilities. It provides guiding principles for the work that they undertake with all children, young people and their families.

They will:

- provide effective help and support as early as possible
- have conversations and listen to children and their families as early as possible
- understand the child's lived experience
- work collaboratively to improve children's life experiences
- be open, honest, and transparent with families in our approach
- empower families by working with them • work in a way that builds on the families' strengths
- build resilience in families to overcome difficulties

Further details are available at <https://www.birminghamchildrenstrust.co.uk/>

Abuse

On the [GOV.UK website](#), abuse is defined as a 'violation of an individual's human and civil rights by any other person, which may result in significant harm'.

Abuse can be:

- A single act or repeated acts
- Physical verbal or psychological
- An act of neglect or an omission to act
- When a child is forced or persuaded to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline.

Legal action may be taken against any person or persons found to have committed an act of abuse against children attending or known to Nechells POD. In addition, statutory offences have been created which specifically protect those who may lack capacity in some way.

Examples of actions which may constitute criminal offences are assault, whether physical or psychological, sexual assault.

According to NSPCC abuse can be: -

Physical, sexual, emotional, domestic, online, child sexual exploitation, County Lines, Child criminal exploitation, bullying and cyberbullying, harmful sexual behaviour, child trafficking and modern slavery, female genital mutilation.

<https://learning.nspcc.org.uk/child-abuse-and-neglect>

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs likely to result in the serious impairment of the child's health or development.

<https://safeguarding.network/content/safeguarding-resources/neglect>

Children of all ages who are neglected may:

- live in an unsuitable home environment, for example in a house that isn't heated throughout winter
- have a lack of, or inappropriate, stimulation, activities or toys
- not have enough sleep or a sleep routine
- be left alone for a long time
- struggle with personal hygiene and washing
- struggle with poor oral and dental health
- wear clothing that hasn't been washed or is inadequate (for example, not having a winter coat)
- seem particularly hungry, seem not to have eaten breakfast or have no packed lunch or lunch money
- not be brought to medical appointments such as vaccinations or check-ups
- not be given the prescribed medication, treatment or adaptations needed for a diagnosed illness, disability or condition.

<https://learning.nspcc.org.uk/child-abuse-and-neglect/neglect#recognising>

We recognise that children may have been impacted by previous experiences, their level of dependency on others, communication needs or other issues and so extra safeguards may be required to keep them safe from abuse.

Further information relating to abuse or neglect are outlined in more detail at the end of this policy. If you are concerned that a child is being abused, follow our safeguarding procedure to report the concern.

Nechells POD acknowledges that the Local Authority and Police have a statutory responsibility to investigate cases of suspected abuse and such are committed to work with the guidelines set by the local bodies. We will help to enable them to carry out their statutory protection responsibilities.

Responsibility for Safeguarding within the charity.

The charity has two Designated Safeguarding Leads (DSL). The DSL will: -

- Oversee all safeguarding concerns or allegations
- Ensure that appropriate actions are taken in response to concerns of disclosures
- Provide advice and support to employees and volunteers regarding safeguarding issues and is available to employees and volunteers daily who need support, guidance or advice
- Maintain up to date knowledge and training in safeguarding.

The charity DSLs are the Project Manager and the Welfare and Advice Officer

WHO DO I APPROACH IF I HAVE ANY QUERIES ABOUT THIS POLICY?

Please contact the Project Manager in the first instance.

* Definition of wellbeing

‘Wellbeing’ is a broad concept, and it is described as relating to the following areas in particular:

- personal dignity (including treatment of the individual with respect)
- physical and mental health and emotional wellbeing
- protection from abuse and neglect
- control by the individual over day-to-day life (including over care and support provided and the way it is provided)
- participation in work, education, training or recreation
- social and economic wellbeing

ABUSE AND NEGLECT REVIEW NSPCC WEBSITE INFORMATION

PHYSICAL ABUSE may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating, or otherwise causing physical harm to a Children, including fabricating the symptoms of, or deliberately causing ill health to a Children.

SIGNS AND INDICATORS.

- Unexplained recurrent injuries or burns
- Chronic running away
- Fear of medical help or examination
- Aggression towards others
- Fear of physical contact

SEXUAL ABUSE involves forcing or enticing a Children, young person, Children or adult to take part in sexual activities, whether or not the Children is aware of what is happening. This includes grooming and on-line abuse.

SIGNS AND INDICATORS.

- Overly affectionate or knowledgably in a sexual way inappropriate to the Children’s age
- Extreme reactions. depression, self-mutilation
- Personality changes
- Being isolated or withdrawn
- Lack of trust or fear of someone they know well
- Suddenly drawing sexually explicit pictures

EMOTIONAL ABUSE is the persistent emotional ill-treatment of a Children such as to cause severe and persistent adverse effects on the Children’s emotional development. It may involve conveying to Children that they are worthless, unloved or inadequate.

It may involve seeing or hearing the ill-treatment of another, including bullying / cyber bullying.

SIGNS AND INDICATORS.

- Delayed physical, mental and / or emotional developmental
- Over reaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain
- Extremes of passivity or aggression

NEGLECT is the persistent failure to meet a Children's basic physical and/or psychological needs, likely to result in a serious impairment of the Children's health or development.

SIGNS AND INDICATORS.

- Constant hunger
- Poor personal hygiene
- Poor state of clothing
- Emaciation/obesity
- Untreated medical problems
- Developmental problems

CHILDREN SEXUAL EXPLOITATION is a form of Children sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a Children or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. Children sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

SIGNS AND INDICATORS.

- Going missing frequently / truancy from education
- Drug and alcohol use
- Emotional symptoms, including eating disorders, mood swings and self-harm
- Frequenting places of concerns
- Returning after having been missing looking well cared for
- Possession of money and goods not accounted for
- Secrecy

RADICALISATION AND EXTREMISM - Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism. Extremism is vocal or active opposition to fundamental British Values (such as individual liberty, mutual respect and tolerance of different faiths).

SIGNS AND INDICATORS.

- Identity / personal Crisis

- Personal Circumstances such as personal experience of racism or discrimination
- Perceptions of injustice
- Experiences of Criminality

BULLYING AND CYBER-BULLYING is a behaviour that hurts someone else, for example name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere at school, at home or on-line.

SIGNS AND INDICATORS.

- Unexplained injuries.
- Lost or broken possessions.
- Low self-esteem
- Withdrawing from social situations.
- Change in attitude or behaviour.
- Truancy or feigning sickness.
- Declining grades and a lack of interest in school.
- Self-destructive behaviour.

Female Genital Mutilation/Cutting (FGM/C) is a harmful traditional practice involving the cutting or removal of the external female genitalia. It has existed for more than 2,000 years and is performed on girls from birth up to just before marriage and sometimes beyond. FGM/C is also known as "female circumcision" and by [other terms locally](#). <https://www.fgmc.org/what-is-fgmc/>

Other helpful information

Contact the NSPCC Helpline on [0800 800 5000](tel:08008005000) or by emailing help@nspcc.org.uk. Our child protection specialists will talk through your concerns with you and give you expert advice.

<https://www.birminghamchildrenstrust.co.uk/>

This list is not exhaustive. If you have a safeguarding concern you must immediately speak with the DSL.

LINKED POLICIES

This policy works in conjunction with a variety of other policies and documents:

- Safeguarding children
- Safeguarding Adults at Risk of harm
- Code of conduct
- Confidentiality
- Photo and video consent
- Grievance procedure
- Disciplinary procedure
- Complaints procedure

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- Incident/Accident Procedure
- Whistleblowing