



Safeguarding children and young people policy



Children and young people safeguarding policy for Fusion Health & Well Being CIO

Introduction:

Fusion Health & Well Being abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose and aims:

Fusion Health & Well Being have a responsibility to work with partners and service users to ensure that vulnerable children and young people who are at risk of abuse receive protection and support.

The main purpose of this policy is to:

- Protect children and young people who benefit from Fusion Health & Well Being's services.
- from harm. This includes the children of adults who use our services
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Fusion Health & Well Being, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation



Key principles:

Fusion Health and Wellbeing aims to Prevent, Protect and Support vulnerable children and young people.

The main aims of this policy are to:

- Implement and maintain systems of working practice to safeguard children and young people involved in its activities. These can be seen in detail by accessing the safer NEL Guidelines and Procedures and the Child Protection Procedures (NE Lincolnshire Council). These cover such topics as (this short list is NOT exhaustive):
 - Information sharing
 - Partnership working
 - What to do if you think a child is being abused
 - Good practice
 - Bullying
 - Photography (See Data Protection Policy)
- Ensure that concerns about abuse are reported promptly to the appropriate authorities.
- Offer guidance, training and support to all employees, volunteers and Members involved in the charities activities to assist them in recognising and responding to the signs of possible abuse, and to protect themselves against allegations of abuse.
- Ensure that the charities role and responsibility in protecting vulnerable children and young people from abuse is clear.
- Raise awareness of issues and procedures around safeguarding children.
- Work in compliance with the Local Safeguarding Children Procedures (set out in LSCB guidelines and procedures and child protection procedures, N.E Lincolnshire Council)

Definitions:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.



Child and Adult Abuse:

Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

Safeguarding children:

Safeguarding children is defined in Working Together to Safeguard Children 2018 as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

Safeguarding as Part of the Deal:

In safeguarding children, Fusion Health & Well Being is committed to the principles to the safeguarding children partnership. <https://www.safernel.co.uk/safeguarding-children-partnership/>

Legal Framework:

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Fusion Health and Well Being should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.



The Prevent duty:

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty.

These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have Prevent duties if they perform delegated local authority functions.

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is, in itself, a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Training and Awareness:

Fusion Health & Well Being will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees or volunteers who are working with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and act accordingly.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

Safer NEL Partnership provides free safeguarding training for community groups from North East Lincolnshire <https://www.safernel.co.uk/safeguarding-children-partnership/>



Similarly, employees and volunteers may encounter concerns about the safety and wellbeing of an adult at risk of abuse. For more information about adults safeguarding, refer to Fusion Health & Well Being Safeguarding Policy when requesting information.

Confidentiality and Information Sharing:

Fusion Health & Well Being expects all employees, volunteers, and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection. (See data protection policy)

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**. For further guidance on information sharing and safeguarding see data protection policy.

Recording and Record Keeping:

A written record must be kept about any concern regarding a child or young person with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decisions made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR). Fusion Health & Well Being data protection policy.

Safe Recruitment & Selection:

Fusion Health & Well Being is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children and young people from people unsuitable to work with them or have contact with them.

Fusion Health & Well Being has policies and procedures that cover the recruitment of all Trustees, employees, and volunteers.

Social Media:

All employees and volunteers should be aware of Fusion Health & Well Being's policies and procedures and the Code of conduct for behaviour towards the children we support which includes inappropriate use of social media.



Whistle Blowing:

It is important that people within Fusion Health & Well Being have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by Fusion Health & Well Being to protect whistle blowers.

Further information can be found on the safer NEL website <https://www.safernel.co.uk/wp-content/uploads/2021/11/Whistleblowing-or-raising-concerns-at-work.pdf>

Managing disclosures:

If a child discloses abuse, it is important that as far as possible, the following basic principles are adhered to:

- Listen to what the child has to say with an open mind
- Do not ask probing or leading questions designed to get the child to reveal more
- Never stop a child who is freely recalling significant events
- Make a note of the discussion, taking care to record the timing, setting and people present, as well as what was said
- Do not ask children to write a statement
- Never promise the child that what they have told you can be kept secret. Explain that you have responsibility to report what the child has said to someone else
- **THE SAFEGUARDING LEAD OFFICER MUST BE INFORMED IMMEDIATELY**



Important Contacts:

Lead for Safeguarding with Fusion Health & Well Being

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Deputy Lead for Safeguarding

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Trustee for Safeguarding

Name: Sandra Snell

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NELC Children's Social Care Referral Team

<https://www.nelincs.gov.uk/health-wellbeing-and-social-care/childrens-social-care/>

NSPCC Helpline

0808 800 5000