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Safeguarding and Child Protection Policy

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Signed:

**Christopher Arrowsmith (Director)**

Date: 22.02.2024

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**AT ONE WITH NATURE LTD. (henceforth referred to as AOWN)**

**Policy Statement and Principles**

**This policy will be reviewed by the DESIGNATED PERSON - Christopher Arrowsmith (henceforth referred to as the “*Director*”), on a regular basis to ensure it remains current and incorporates all revisions made to local or national safeguarding guidance.**

**This policy will, as a minimum, be reviewed once a year. Reviews and revisions will be detailed on the front page of this policy.**

**This policy reflects current legislation, accepted best practice and complies with government guidance:** [**Working Together to Safeguard Children**](http://www.proceduresonline.com/workingtogether/) **2018 and** [**Keeping Children Safe in Education September 2023**](https://assets.publishing.service.gov.uk/media/64f0a68ea78c5f000dc6f3b2/Keeping_children_safe_in_education_2023.pdf) **and takes into account statutory guidance and local guidance issues by the Department for Education and Nottinghamshire Safeguarding Children Partnership.**

**This policy is designed to work in conjunction with the policies and procedures of partner organisations.**

**The Director will ensure that the safeguarding procedures of each partner school or organisation are adhered to.**

**This policy applies to all AOWN staff, volunteers, subcontractors, and supply staff, henceforth to referred to as “*Staff*”.**

**Important Contacts**

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| **AOWN Designated Person** | **Chris Arrowsmith (DIRECTOR)** | **07966 077447 or info@owntoday.life** |
| **LA Safeguarding Children in Education Officer** | **Cheryl Stollery** | **0115 8041047** |
| **LA Child Protection Contact/LADO** | **Eva Callaghan**  **or covering LADO** | **0115 8041272** |
| **MASH (Multi-agency Safeguarding Hub)** | **Office hours** | **0115 977 4247** |
| **Emergency Duty Team**  **(Children’s Social care)** | **Outside of office hours** | **0300 456 4546** |
| **NSPCC help/whistleblowing line** | **line is available 8.00am to 8.00pm Monday to Friday** | **0800 028 0285-**  **email: help@nspcc.org.uk** |

**Child Protection and Safeguarding Statement**

**AOWN recognises its moral and statutory responsibility to safeguard and promote the welfare of all pupils.**

**AOWN will endeavour to provide a safe and welcoming environment where children are respected and valued. AOWN staff and volunteers will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection, and justice.**

**The procedures contained in this policy are consistent with those of Nottinghamshire Safeguarding Children Partnership (NSCP).**

**Maintaining a child centred and coordinated approach to safeguarding:**

**Everyone who works at or with AOWN understands they are an important part of the wider safeguarding system for children and accepts safeguarding and promoting the welfare of children is everyone’s responsibility, and that everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all our staff, including supply staff and volunteers will ensure their approach is child-centred and will be supported to consider, at all times, what is in the best interests of the child or young person they are working with.**

**We recognise no single practitioner can have a full picture of a child’s needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information, and taking prompt action.**

**Safeguarding children is defined as: The actions we take to promote the welfare of children and protect them from harm are everyone’s responsibility. Everyone who comes into contact with children and families has a role to play.**

**Safeguarding and promoting the welfare of children is defined as:**

* Protecting children from maltreatment.
* Preventing the impairment of children’s mental and physical health or development.
* Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
* Taking action to enable all children to have the best outcomes.

**NB Definition:** Children includes everyone under the age of 18.

**AOWN’s approach to safeguarding:**

* AOWN understands the importance every member of our staff has through their contact with children and the particular importance of the roles and relationships they have which places them in a position to identify concerns early, provide help for children and promote children’s welfare and prevent concerns from escalating.
* AOWN has a responsibility to provide a safe environment in which children can safely engage with our services.
* AOWN will make every effort to identify children who may benefit from early help and refer them to the appropriate support as soon as a problem emerges at any point in a child’s life.
* Any person who has any concerns about a child’s welfare should follow the processes set out in this child protection policy and raise concerns with the Director or with the partner school’s representative, ensuring the partner school’s Deputy Safeguarding Lead (DSL) or Deputy DSL (DDSL) are also informed, without delay.
* AOWN will work to support social workers and other agencies following any referral, especially if they were involved in being alert to or receiving a disclosure of risk, harm or abuse or harassment from a child.
* AOWN will carry out our safeguarding duties and will liaise closely with other services such as children’s social care, police, early help, and health, where required.

Safeguarding is not just about protecting children from deliberate harm. In the context of AOWN’s services, it also relates to the broader aspects of care and education including:

* Children and young people’s health and safety and emotional well-being, and their mental and physical health or development.
* **Meeting the needs of children and young people with special educational needs and/or disabilities.**
* **Ensuring reasonable adjustments are provided as informed by the Equality Act for disabled children and young people**
* **Meeting the needs of children and young people with medical conditions.**
* **Providing first aid.**
* **Emotional wellbeing.**
* **On-line safety and associated issues including filtering and monitoring in accordance with DfE monitoring standards.**
* **Keeping children and young people safe from risks, harm, exploitation and sexual violence and sexual harassment between children: KCSiE 2023 Annex A.**

**Safeguarding, in the context of AOWN’s services, can involve a range of potential issues such as:**

**• Neglect, physical abuse, sexual abuse, and emotional abuse.**

**• Contextualised also known as extra-familial abuse.**

**• Bullying, including online bullying (by text message, on social networking sites, and prejudice-based bullying and being aware of the ease of access to mobile phone networks.**

**• The approach to online safety, including appropriate filtering and monitoring on school/college devices and school/college networks for home use.**

**• Going frequently missing and who are ‘absent from education’ going ‘missing from care or home’ and the risks this poses on repeat occasions and for prolonged periods.**

**• Domestic Abuse including teenage relationship abuse.**

**• Racist, disability- based, homophobic, bi-phobic, or transphobic abuse.**

**• Gender based violence/violence against women and girls.**

**• Risk of extremist behaviour and/or radicalisation and susceptible to being at risk of being drawn into terrorism.**

**• Child sexual exploitation, human trafficking, modern slavery, sexual or criminal exploitation.**

**• A young carer.**

**• Has a mental health need and has an effect on school attendance and progress.**

**• Has special educational needs (whether or not they have a statutory Education Health and Care Plan (EHCP).**

**• Privately fostered.**

**• Has returned home to their family from care.**

**• Has a family member in prison or is affected by parental offending.**

**• Child-on-Child Abuse (broadened by KCSiE 2023 to include children abusing other children, other varying form of bullying including online and sexually harmful behaviour, sexual violence, and sexual harassment (further defined in KCSiE 2023 Part Five).**

**• Harm outside the home extra familial harm.**

**• The impact of new technologies, including ‘sexting’ and accessing pornography.**

**• Issues which may be specific to a local area or population, is showing signs of being drawn into anti-social or criminal behaviour, including gang activity or involvement and associations with organised crime groups or county lines.**

**• In possession of a knife and or involved in knife crime, youth violence, criminal child exploitation (CCE).**

**• Is in family circumstances which present challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse/harm.**

**• Is at risk of or from serious violence and violent crime.**

**• Persistent absence from education, including persistent absence for part of the school day.**

**• At risk of suspension or permanent exclusion**

**• Particular issues affecting children including domestic abuse and violence, female genital mutilation, and honour-based abuse.**

**• Being subject to any conduct where the purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats, or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial ‘marriages’ as well as legal marriages (Law change on Forced Marriage, February 2023).**

**• ‘Upskirting’- The Voyeurism (Offences) Act, which is commonly known as Up-skirting Act, came into force on 12 April 2019. Upskirting is a criminal offence and reportable by all teachers (KCSiE Annex A).**

**Abuse and Neglect**

**AOWN ensures its staff are aware of the indicators of abuse and neglect and knows what to look for. This is vital for the early identification so that support can be put in place. Any staff will also be aware of the specific safeguarding issues that indicate or inform of concerns or incidents linked to child criminal exploitation and child sexual exploitation and know to report concerns directly to the Director should the designated safeguarding lead not be available for children who may be in need of help or protection.**

**AOWN recognises that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. Children may also feel embarrassed, humiliated, or could be being threatened not to tell, so not feel able to share what is happening to them. Alternatively, AOWN recognises children may not want to make a disclosure or talk about what is happening due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff or volunteers from having a professional curiosity and speaking to the Director, school representative and school DSL/DDSL if they have concerns about a child to agree a way forward to support the child and determine how best to build trusted relationships with children and young people which facilitate good opportunities for communication.**

**All staff should always speak to the Director, school representative and school DSL/DDSL at the earliest opportunity.**

**AOWN staff are aware that abuse, neglect, and safeguarding issues are rarely standalone events and cannot be covered by one definition or one label alone. In most cases, multiple issues will overlap with one another, therefore all staff should always be vigilant and always raise any concerns with the designated safeguarding lead (or deputy).**

**Extra-Familial Harm**

**AOWN staff are aware that safeguarding incidents and/or behaviours can be associated with factors outside the partner school or college and/or can occur between children outside of the partner school’s environment.**

**All AOWN staff have received information and training regarding the risks that can take place outside a child’s family. This is known as extra-familial harm and these can take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, sexual abuse, serious youth violence and county lines.**

**Mobile Technology**

**All AOWN staff are aware that technology offers many opportunities but is a significant component in many safeguarding and wellbeing issues. Children are at risk of abuse online as well as face to face. Children can also abuse their peers online, this can take the form of abusive, harassing, and misogynistic messages, the non-consensual sharing of indecent images, especially around chat groups, and the sharing of abusive images and pornography, to those who do not want to receive such content.**

**All AOWN staff understand the expectations, applicable to their roles and responsibilities in relation to the use of technology whilst participating in AOWN’s activities and services.** The policies and procedures of partner schools in relation to the use of mobile technology by children and young people participating in AOWN’s activities and programmes will always be adhered to. Any disclosure or allegations relating to mobile technology will be documented and reported to **the Director, school representative and school DSL/DDSL at the earliest opportunity.**

**Health, Wellbeing and Safety**

AOWN is fully committed to protecting the health, safety and wellbeing of the children and young people it works with. Please see AOWN’s **Health & Safety Policy Statement** and will ensure that all participants under the age of 18 will have received consent from their parent or guardian to participate in our off site, physical activity programmes.

All participants must have had a Physical Activity Readiness Questionnaire (PAR-Q) and Medical Needs Form (MNF), completed, and signed by their parent/guardian BEFORE participating in any activities with AOWN. These will be used and stored in accordance with AOWN’s **Data Protection Policy** and **Privacy Policy**.

**Disclosures**

Participants will complete a Participant Questionnaire (these will be used and stored in accordance with AOWN’s **Data Protection Policy** and **Privacy Policy**) that may raise causes for concern in relation to emotional or psychological wellbeing. These will be discussed with the child or young person and shared with **school representative, Director, and school DSL/DDSL at the earliest opportunity.**

**During the course of our programmes a child or young person may share information about their personal circumstances, thoughts or feelings. All AOWN staff are trained in recognising what constitutes a cause for concern and are to use their personal judgement and experience to identify particular causes for concern. Where a staff member feels there is a cause for concern then this must be recorded and reported to the Director, school representative and school DSL/DDSL at the earliest opportunity.**

**All AOWN staff understand the importance of listening without judgement, ensuring the child or young person does not feel that they are causing a problem by disclosing something and the importance of not prejudicing further enquiries.**

**N.B.: Any disclosures relating to suicide, thoughts of suicide or that cause concern for the immediate safety or life of a child or young person must be shared with the school’s representative during a “check-in” break and forwarded to the partner school’s DSL/DDSL.**

**Any and all disclosures or contact with school representatives, the Director and/or school DSL/DDSL will be recorded and stored safely both electronically and in a hard copy format stored in a locked, fire-proof location.**

**Recruitment, Selection & Training**

**Due to the nature of AOWN’s activities, if AOWN employs and staff or uses volunteers, all will be exempt from the Rehabilitation of Offenders Act 1974 and subject to Enhanced Disclosure and Barring Service checks to ensure no disqualified person or unsuitable person works for AOWN or has access to children and young people through our services.**

**All AOWN staff will have completed Child Safeguarding Training every year as a minimum and every three years will have completed ‘Introduction to Safeguarding and Child Protection’ training.**

**Confidentiality**

**The personal information about all children and young people and their families is regarded by those who work for and with AOWN as confidential.**

**All staff need to be aware of the confidential nature of personal information and will maintain this confidentiality.**

**Staff understand that they need know only enough to prepare them to act with sensitivity to a child or young person and to refer concerns appropriately.**

**The Director will disclose information about a child or young person, their family, and their circumstances, to other members of staff on a need-to-know basis only.**

**Further Information**

* Nottingham City Safeguarding Partners Interagency Procedures and Practice Guidance

[Inter-agency Procedures and Practice Guidance - Nottingham City Council](https://www.nottinghamcity.gov.uk/information-for-residents/children-and-families/nottingham-city-safeguarding-children-board/inter-agency-procedures-and-practice-guidance/)

* DBS guidance

[www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006](http://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006) (Updated August 2018)

[DBS checks: detailed guidance - GOV.UK (www.gov.uk)](https://www.gov.uk/government/collections/dbs-checking-service-guidance--2)