

Safeguarding Children and Child Protection Policy

Mandatory Read



Lead Director	Date Reviewed
Sian Thomas	April 2024
Lead Author(s)	Date Drafted
Sonia Shuter, Named Nurse for Safeguarding	March 2024
Critical Readers	Date Reviewed
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Clinical Governance	April 2024
Approved By	Ratified Date
Clinical Governance & Safeguarding Committee	May 2024
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May 2024	May 2025 (Extended to 31 st August 2025 – see 'Document Change Control')

Policy

1. Purpose and Objectives

The Children's Trust believes that the welfare of the child is paramount and that all children have a right to feel safe and secure and protected from harm and abuse. This policy recognises that children with disabilities are at an increased risk of abuse and neglect.

We fully recognise our statutory responsibility for safeguarding; this includes responding immediately and appropriately where there is a suspicion that any child may be a victim of bullying, harassment, abuse (including physical, sexual, emotional) or neglect; and protecting and responding well when adults with care and support needs are experiencing, or are at risk of, abuse or neglect.

All staff and volunteers have a role in the prevention of harm and abuse and an equal responsibility to act immediately on any suspicion or disclosure that may indicate a risk of harm either at The Children's Trust or in the community.

The policy also informs parents and carers how we will safeguard their children whilst they are in our care.

There is a suite of Standard Operating Procedures which fall under this policy.

The objectives of the policy are to:

- Demonstrate The Children's Trust commitment to safeguarding and child protection and the commitment that is required from all staff.
- To achieve a culture across the organisation in which a proactive approach is taken to safeguarding and promoting the rights of all children and adults.
- To provide staff, volunteers, governors, and trustees with the framework they need to keep people safe and secure.
- Provide robust systems and procedures that are followed by all staff and volunteers in cases of suspected abuse (within associated SOPs).
- Establish and assign clear accountability for safeguarding
- Ensure that all colleagues are aware of their individual responsibilities.
- Comply with National legislation and regulation.

Relevant laws and regulations include but are not limited to:

The Children Act, 1989 and 2004.

The Education Act, 2011

Sexual Offences Act, 2003.

Mental Capacity Act, 2005 (amended in 2019)

Deprivation of Liberty safeguards.

Health and Social Care Act, 2022

The Children and Family Act, 2014

The Children's Homes (England) Regulations, 2015.

Counterterrorism and Security Act, 2023 (PREVENT Duty).

Children and Social Work Act, 2019.

Domestic Abuse Act, 2021

Working Together to Safeguard Children and Young People, 2023

Keeping Children Safe in Education, 2023 (KCSIE)

2. Scope

This policy applies to:

- All staff and volunteers across The Children's Trust, including Trustees & Governors
- All contractors and visitors to the Tadworth site

3. Definitions

Child	Those under 18 years old including all those up to their 18th Birthday.
Vulnerable Adult	Those over 18 years old, who have need for care and support because of physical, mental, sensory, learning, or cognitive disabilities or illnesses, substance misuse or brain injury.
CYP	Child and/or young person / children and/or young people
TCT	The Children's Trust
DSL	Designated safeguarding lead. The safeguarding lead takes the lead role in safeguarding and child protection within the TCT school.
LADO	Local Authority Designated Officer
IRAR	Incident and risk assessment Recording system

4. Policy Statement

The Children's Trust has zero tolerance to all forms of abuse, neglect, and discrimination of children and young adults. TCT is committed to taking all necessary steps to stop abuse and discrimination happening, whether perpetrated by staff, family members, members of the public or other children.

- Due to the increased vulnerability of the CYP at TCT, this commitment is required of all staff, who will undertake training and supervision and demonstrate understanding of this policy and associated procedures.
- All staff have a duty to familiarise themselves with the relevant SOPs which fall under this policy (as named in section 6).
- Disabled children and young people will be seen as children first and the presence of a disability will not mask or deter an appropriate inquiry where there are child protection concerns.
- Concerns about staff perpetrating abuse or discrimination will be addressed without delay, with full cooperation given to any investigation and information shared with relevant agencies including the LADO.
- TCT is committed to ensuring that children at risk of abuse, neglect or discrimination are given information, advice, and support in a form that they can understand and have their views included in all forums where decisions are made about their lives wherever possible.
- The Children's Trust is committed to working in partnership with parents and carers and, whenever possible, that partnership will be with their consent, except where necessary to prevent abuse.
- The Children's Trust will publish the Safeguarding Children Policy and Procedure online. This includes the duty to contact the parents/carers to inform them and support Local Authority Children's Social Care if there are concerns that a child may be being abused or neglected.
- All allegations, concerns or suspicions of abuse or neglect will be taken seriously, reported on IRAR and responded to within the steps laid out in the corresponding procedure.
- A failure of any staff to report concerns may be viewed as colluding in the abuse of a young person.

5. Stakeholder Consultation

Appendix 1 details the stakeholders who were consulted in the development of this policy.

6. Related Policies and Procedures

The following policies and procedures stated below support the effective application of this policy.

- Disciplinary Policy.
- Supervision Guidelines.
- Intimate Care Policy.
- Incident Reporting and investigation including Duty of Candour policy.
- Whistleblowing Policy.
- Data Protection Policy 2021
- Safer Recruitment & procedures Policy.
- Record Keeping Policy.
- Managing Safeguarding allegations against staff and volunteers SOP
- Low Level Concerns Policy. (school)
- Online Safety Policy.
- Mental Capacity Act, Best Interest and Deprivation of Liberty Safeguards Policy.
- Parental Mental Health and Risk Assessment Policy.
- Behaviours that Challenge Policy and Self Harm Guidance.
- Bruising Policy.
- Electronic Devices Policy

7. External References and Guidance

The following external resources and guidance were consulted in drafting this policy and associated SOPs:

- DCSF (2009) Safeguarding disabled children: Practice Guidance.
- HM Government (2015) What do you do if you're worried a child is being abused: Advice for Practitioners.
- DfE (2015) Guide to the Children's Homes Regulations including the quality standards.
- DfE and DOH (2015) Special educational needs and disability code of practice: 0-25 years.
- DfE (2015) Supporting Pupils at School with Medical Conditions.
- NICE Guidance (2017) Child maltreatment: when to suspect maltreatment in under 18s.
- HM Government (2018) Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children.
- HM Government (2018) Information Sharing; Advice for practitioners providing safeguarding services to children, young people, parents, and carers.
- DfE (2023) Keeping Children Safe in Education.
- Surrey Safeguarding Children Partnership Procedures Manual.
- Surrey Safeguarding Adult Board (2021) When to refer an adult safeguarding concern in Surrey.
- 2023 Guide for children and young people: Stable Homes built on Love

Document Change Control

Version	Status	Description (of changes)	Reviewed by	Reviewed/ Issued Date
0.1	Draft	Removed the words at risk for all children at Trust	Sonia Shuter	Jan 2024
0.2	Draft	Added in escalation procedure as stated in Surrey Safeguarding board training manual	Sonia Shuter	Jan 2024
0.3	Draft	Updated with recent changes in KCSIE & PREVENT DUTY 2023	Launa Randles	Jan 24
1.0	Final	Reviewed in light of new Working Together guidance; no further revisions	Sonia Shuter	April 2024
1.0	Final	Due to recent staffing changes within the Safeguarding team, the policy has been extended until 31 August 2025 to allow for a comprehensive review.	Ann Guindi	May 2025

Appendices

- Appendix 1 - Stakeholder Engagement Checklist
- Appendix 2 - Surrey Safeguarding Partnership Escalation Procedures.

Appendix 1 – Stakeholder Engagement Checklist

#	Question	Yes/ No	Stakeholder(s) to be consulted
1	Is there a statutory requirement to have in place this policy/ does the policy need to comply with detailed legislation?	Y	Audit, Risk and Governance team
2	Is implementation of the policy (or any element of it) dependent on the use of new or existing information technology?	N	Head of IT
3	Does implementation of the policy (or any element of it) place any demands on/ or affect the activities of the Estates and Facilities teams (e.g. does it impact the provision or maintenance of premises, equipment, vehicles or other TCT assets)?	N	Head of Estates
4	Does implementation of the policy or any element of it involve/ impact the processing of personal data?	Y	Data Protection Officer
5	Does implementation of the policy require significant unbudgeted operational or capital expenditure?	N	Finance Director
6	Does implementation of the policy (or any element of it) directly or indirectly impact on the delivery of services / activities in other areas of the organisation? E.g. a policy written by a clinical lead in CF&S might impact on the delivery of care for CYP attending the school.	Y	Relevant, impacted OLT members
7	Is there a need to consider Health and Safety or potential environmental impacts in developing and implementing the policy?	N	Health and Safety Manager
8	Have you consulted with a representative of those who will be directly impacted by the policy?	Y	House Manager. CSET team, Doctors. School
9	Is there a need to consider Equity, Diversity, and Inclusion in developing and implementing the policy?	N	EDI Lead
10	Is there a need to consider sustainability and potential environmental impacts in developing and implementing the policy?	N	Lead for Responsible Organisation
11	Please detail any other stakeholder groups consulted, if applicable.		

Appendix 2 Surrey Safeguarding Partnership escalation procedures.

