

# Children and Adults at Risk Safeguarding Policy

Statement of West Silvertown Foundation's Children and Adults at Risk Safeguarding Policy

## PART ONE

### General Statement of Policy

#### 1.1 General Policy

West Silvertown Foundation is firmly committed to the belief that all children and adults at risk have a fundamental right to be protected from harm and fully recognises its responsibility for child and adult protection. The safety and protection of all people that the West Silvertown Foundation supports is paramount and has priority over all other interests, unless life is at imminent risk. All West Silvertown Foundation's employees, volunteers and contractors are required to comply with the procedures contained within this policy.

There are five main elements to the policy:

- ensuring that West Silvertown Foundation practices safe recruitment in checking the suitability of staff and volunteers to work with young people and adults at risk;
- raising awareness of child protection and adult safeguarding issues amongst all paid and unpaid staff;
- developing and implementing procedures for identifying and reporting cases or suspected cases of child or adult abuse;
- supporting the child or adult who has been abused;
- establishing a safe environment in which children and adults can develop and grow, where they are able to talk and be listened to.

#### 1.2 Legislative Framework

West Silvertown Foundation's child protection and safeguarding policy must always adhere to the latest statutory policy requirements and to the most recent child protection procedures set out by the Local Safeguarding Children's Partnership and Safeguarding Adults Boards, or other equivalent successor organisations, for the area of Newham.

Accordingly current policies adhere to relevant statutory requirements as outlined in 'Working Together to Safeguard Children' (2023), the Care Act (2014), and the Charity Commission Guidance on Safeguarding and Protecting People (CC33). Where applicable, elements of 'Keeping Children Safe in Education' (KCSIE, 2024) are also incorporated.

## PART TWO Definitions

#### 2.1 Definitions

The following definitions apply throughout the Safeguarding Policy and associated procedures:

##### Child or Children

*West Silvertown Village Community Foundation is registered in England and Wales as a company limited by guarantee no: 3036200 and registered as a charity no: 1049485. Registered office: Britannia Village Hall, 65 Evelyn Road, London E16 1TU*

The Children Act 1989 defines a child as a person under eighteen, for most purposes.

Regulated activity relating to children covers:

i) Unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/guidance on well-being, or drive a vehicle only for children.

(ii) Work for a limited range of establishments ('specified places'), with opportunity for contact: for example, schools, children's homes, childcare premises. Not work by supervised volunteers.

Work under (i) or (ii) is regulated activity only if done regularly.

(iii) Relevant personal care, for example washing or dressing; or health care by or supervised by a professional.

(iv) Registered child-minding; and foster-carers.

The definition of regulated activity relating to adults places the emphasis on the kind of activity carried out for any adult who requires them rather than on any specific groups of people or vulnerabilities.

These activities cover:

- i) Provision of healthcare
- ii) Provision of personal care
- iii) Providing social work
- iv) Assistance with cash, bills, shopping etc.
- v) Assistance with conduct of personal affairs
- vi) Conveying e.g. to receive healthcare

## **Young Person**

The term young person will include those aged between 5 and 24 years. For the purposes of this policy, a young person aged under 18 years is regarded as a child and an adult at risk includes all people aged 18 and over subject to the criteria of the Care Act (2014).

## **Adults at Risk or Adults**

Under The Care Act, an adult at risk is someone over 18 years old who:

- has care and support needs
- is experiencing, or is at risk of, abuse or neglect
- as a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

## **2.2 Forms of abuse**

The Children Act 1989 defines four types of abuse: physical, emotional, sexual and neglect. These

categories of abuse apply and will be relevant to adults at risk as well as to children who West Silvertown Foundation has contact with as part of its activities and social care role with people of all ages.

### **Physical Abuse**

Physical abuse may take many forms e.g. hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating.

It may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child or adult at risk. This unusual and potentially dangerous form of abuse is now described as fabricated or induced illness.

### **Emotional Abuse**

Emotional abuse is continual emotional ill treatment causing severe and persistent effects on the child or adult at risk's emotional development and may involve:

- conveying the message that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person;
- imposing developmentally inappropriate expectations;
- causing the child or vulnerable adult to feel frightened or in danger – e.g. witnessing domestic violence;
- exploitation or corruption of children, young people or adults at risk.

Some level of emotional abuse is involved in most types of ill treatment, although emotional abuse may occur alone.

### **Sexual Abuse**

Sexual abuse involves forcing or enticing a child or adult at risk to take part in sexual activities, whether or not they are aware of what is happening and includes penetrative and non-penetrative acts.

It may also include non-contact activities such as looking at, or being involved in, the production of pornographic materials, watching sexual activities or encouraging children or adults at risk to behave in sexually inappropriate ways.

### **Neglect**

Neglect involves the persistent failure to meet basic physical and/or psychological needs, which is likely to result in serious impairment of the neglected person's health and development. It may involve failure to provide adequate food, shelter or clothing, failure to protect from physical harm or danger or failure to ensure access to appropriate medical care or treatment. It may also include neglect of basic emotional needs.

Staff should also be aware of other factors which influence these forms of abuse such as racial or homophobic abuse.

## **2.3 Status of Policy**

This policy applies to all employees, trustees and volunteers. Its purpose is to protect the personal safety of all children, young people and adults at risk using the facilities, resources and activities provided by West Silvertown Foundation actively promoting awareness, good practice and sound procedures. The Trustees will review this policy regularly and as informed by risk assessments relating to all activities of West Silvertown Foundation.

## **PART THREE Procedures**

### **3.1 Personnel/Recruitment**

All employees, trustees and volunteers are required to provide references that West Silvertown Foundation deems appropriate, which are always verified.

All paid and unpaid staff involved in regulated or intensive contact with children and adults at risk as part of their work for West Silvertown Foundation will be subject to the Disclosure and Barring procedures of the Disclosure and Barring Service (DBS).

If the job or role is eligible then a DBS 'Standard', 'Enhanced' or 'Enhanced check with list checks' as appropriate check will be carried out.

No new employees, trustees or volunteers should start employment/volunteer work until references have been verified and where one is required DBS checks received. If this is not possible then new employees, trustees and volunteers must not be involved with regulated activities as set out in section 2 until references and DBS checks are completed. Details of the checks to be carried out are set out in Part 5.

All employees, trustees and volunteers will receive, and will be required to read and sign, the Safeguarding Disclosure and Barring Policy. All employees, trustees and volunteers will receive regular support in their work with children and adults at risk.

### **3.2 Responsibilities**

All employees, trustees and volunteers working on behalf of West Silvertown Foundation have a responsibility for the welfare of the children and adults at risk that they work with, in relation to their employment.

All employees, trustees and volunteers have a duty to ensure that any suspected incident, allegation or other manifestation relating to child and adult protection is reported using the reporting procedures detailed in this policy.

West Silvertown Foundation has a Designated Safeguarding Officer and nominated deputies. The CEO, or an SLT member in his or her absence, or if there isn't a paid worker post, the Chair of the Trustees must also be informed of issues which arise under this policy. The Designated Safeguarding Officer and Deputy Safeguarding Officer are responsible for child and adult protection and the implementation of this policy. It is the responsibility of the Designated Safeguarding Officer to take

appropriate action following any expression of concern and make referrals to the appropriate agencies.

### **3.2.1 Designated Safeguarding Officers**

The Designated Safeguarding Officer will attend training as appropriate and make referrals to external agencies. Other aspects of their role include:

- obtaining information from staff, volunteers, children, parents or carers who have concerns relating to the protection of children or adults at risk and to record this information;
- assessing information quickly and carefully and asking for further information where appropriate;
- consulting with statutory child and adults at risk protection agencies e.g. the local social services department and police, to clarify doubts or worries;
- making referrals to Social Services, the Disclosure and Barring Service or the police, without delay.

All employees will be made aware of the named Designated Safeguarding Officer and how to contact them. Contact details also appear in Part 12 of this policy. The Designated Safeguarding Officers have contact telephone numbers for the local Area Safeguarding Boards and other statutory agencies.

### **3.3 Reporting Procedures: What to do if you suspect someone is being abused**

All staff, volunteers and others working in direct or indirect contact with children and adults at risk as part of the organisation's activities or as part of the environment where the activities take place, must be alert to the signs of abuse. Anyone who suspects that abuse is taking place in this environment or to whom a child or adult at risk discloses issues relating to safeguarding should contact the Designated Safeguarding Officer immediately.

Any suspicion or allegation must be reported as soon as possible on the day of the occurrence to the Designated Safeguarding Officer. Disclosure or evidence for concern may occur in a number of ways including a comment made by a child or adult, physical evidence such as bruising, a change in behaviour, or inappropriate behaviour or knowledge.

It is the responsibility of the Designated Safeguarding Officer to liaise with other relevant agencies where necessary and seek clarification from the Safeguarding and Protection Unit of the local Constabulary if there is any concern about the validity of any allegation.

Any suspicion or allegation of abuse must be recorded by the observer/s on the appropriate incident reporting form (appendix 3 – also saved in the safeguarding folder on SharePoint, and available in the staff office). This form must be kept strictly confidential and stored securely following the Data Protection Procedures. All employees and volunteers are instructed to report the disclosure or discovery of abuse or alleged abuse directly to the Designated Safeguarding Officer.

All trustees will report such incidents directly to the Designated Safeguarding Officer.

All stages of the reporting procedure must be documented, marked CONFIDENTIAL and stored

securely following the procedures laid out in the Data Protection Policy.

Our local safeguarding board for children is Newham Safeguarding Children Partnership.

Newham Child Protection can be contacted on the following numbers:

020 3373 4600 (9am-5:15pm)

020 8430 2000 (other times)

Newham Safeguarding Adults Board can be contact on:

020 3373 7819

Our Local Authority contacts are below:

Alex Mihu LADO	<a href="mailto:alex.mihu@newham.gov.uk">alex.mihu@newham.gov.uk</a>	0203 373 6706 Mobile: 07929 182262
Evelyn Millyard LADO Assistant	<a href="mailto:Evelyn.Millyard2@newham.gov.uk">Evelyn.Millyard2@newham.gov.uk</a>	0203 373 0751 Mobile: 07929 399336
Generic LADO inbox	<a href="mailto:LADO@newham.gov.uk">LADO@newham.gov.uk</a>	
MASH	<a href="https://azcareportal-live.newham.gov.uk/aztrriageportal/jsp_mash/admin/login.jsp">https://azcareportal-live.newham.gov.uk/aztrriageportal/jsp_mash/admin/login.jsp</a>	0203 373 4600
EDT	(after 17.00, weekends)	020 8430 2000

### 3.4 Allegations against employees, trustees or volunteers

When any form of complaint is made against an employee or volunteer, it must be taken seriously and the complaint should initially be dealt with by the CEO or the most senior staff member on site at the time the complaint is made. The senior staff member must report the complaint to the designated Safeguarding Officer immediately, giving details of the circumstances. If the designated Safeguarding Officer is unavailable (or is the person against whom a complaint has been made) the Chair or in their absence Vice Chair of the Trustees must be informed immediately and they will deal with the complaint and ensure that the designated Safeguarding Officer is informed.

If any of the above (Chair, Vice Chair, CEO or the designated Safeguarding Officer) is the person against whom a complaint has been made they will be excluded from the processing of the complaint.

The CEO or the Chair/Vice Chair will attend the site of the allegation to gain an initial account of what has occurred from all relevant parties, including the person against whom the allegation has been made. If this is not possible, contact will be made by telephone.

The CEO or the Chair/Vice Chair will have the right to suspend from duty and/or the premises, any person who is a party to the allegation until a full investigation has been made in line with West Silvertown Foundation's Disciplinary Procedures or the Code of Conduct.

This action does not prejudice the outcome of the investigation of the complaint or imply in any way that the person suspended is responsible for, or is to blame for, any action leading up to the complaint. The purpose of any such suspension is to enable a full and proper investigation to be carried out in a totally professional and objective manner.

The Safeguarding Officer will decide on a course of action as laid down by the appropriate local Safeguarding Board (Newham Child Protection Partnership or Newham Safeguarding Adults Board). They may also need to follow their legal duty to report/provide relevant information to the DBS. (See 7 below).

West Silvertown Foundation will co-operate fully with the Police, Social Services, the NHS and all other parties involved.

The CEO or his/her nominated deputy will ensure that the Chair of West Silvertown Foundation, or in his/her absence the Vice-Chair, Secretary or Treasurer, is fully briefed. An agreed statement will be prepared for the purpose of accurate communication with external sources and for the protection of the legal position of all parties involved.

The CEO or his/her nominated deputy will make a full written report of the incident and the actions taken. This report will be stored securely following the procedures detailed in the Data Protection Policy.

#### **3.4.1 Resignation**

If, during the course of an investigation relating to safeguarding, an employee tenders his or her resignation, or ceases to provide their services, West Silvertown Foundation is not prevented from following up an allegation in accordance with these procedures. Every effort will be made to reach a conclusion, including in cases where the person concerned refuses to co-operate with the process.

### **PART FOUR Confidentiality**

#### **4. Confidentiality**

All employees and volunteers must work under the principle that confidentiality is extremely important and plays a large part in much of the work carried out with children and adults at risk. Under UK GDPR and the Data Protection Act 2018 however, under no circumstances will any individual in the employment of West Silvertown Foundation, or acting as a volunteer, keep confidential any information that raises concerns about the safety and welfare of a child or adult at risk. The organisation will always seek to share information proportionately and with respect to privacy. This statement relating to confidentiality is made known to all who access any provision of West Silvertown Foundation, for example within the first mentoring session with young people or advocacy meeting with adults at risk.

### **PART FIVE Recruitment**

#### **5. Safe recruitment of staff**

West Silvertown Foundation undertakes to ensure that paid and unpaid staff are suitable to work in an environment where they will encounter children and adults at risk as part of the Organisation's work. It also reserves the right to refuse to employ staff or volunteers whom it has a reasonable

belief may pose a risk to children and adults at risk.

West Silvertown Foundation has systems in place to prevent unsuitable people from working with children or adults at risk and to promote safe practice. These systems apply to all new staff and volunteers and require the following checks to be made on appointment:

- A minimum of two references, satisfactory to West Silvertown Foundation, one of which should be from a previous employer;
- Documentary evidence checks of identity, nationality, residency and “right to work” status;
- DBS Check at the level relevant for the job/role;
- Documentary evidence of qualifications;
- Satisfactory completion of the probationary period.

## **PART SIX The Disclosure and Barring Scheme**

### **6. Vetting and Barring**

The Protection of Freedoms Act 2012 places a duty on West Silvertown Foundation to undertake an Enhanced check with list checks with the Disclosure and Barring Service for all staff and volunteers supervising or carrying out regulated activity with children or adults at risk.

West Silvertown Foundation carries out appropriate DBS checks on all staff whose jobs or roles are eligible for one.

## **PART SEVEN Disclosure and Barring Service (DBS)**

### **7. Reporting cases to the Disclosure and Barring Service**

West Silvertown Foundation has a statutory duty to make reports and provide relevant information to the DBS where there are grounds for believing, following an investigation, that an individual is unsuitable to work with children or adults in certain regulated activities, or may have committed misconduct. The responsibility for reporting cases to the DBS lies with the Designated Safeguarding Officer.

The DBS make barring decisions for Section 142 of the Education Act (formally known as List 99), The Protection of Children Act List (PoCA) and the Protection of Vulnerable Adults List (PoVA) and the Protection of Freedoms Act 2012. This has now been combined as part of the Vetting and Barring Procedures of the DBS.

## **PART EIGHT Supporting Staff**

### **8. Support for Staff**

8.1 All staff and workers who come into direct contact with children and adults at risk must undertake regular training on the subject of safeguarding, at last every 2 years. This Policy will be issued to all new staff as part of their induction.

The West Silvertown Foundation is aware that safeguarding cases can be distressing and that both

paid and unpaid staff who have been involved may find it helpful to talk about their experiences, in confidence, with the Designated Safeguarding Officer or with a trained counsellor. Staff wishing to be referred for counselling should contact their line manager or the Designated Safeguarding Officer.

## **8.2 Whistleblowing**

Any member of staff who raises an issue where they believe the employer, a fellow employee or any volunteer is acting in a way which is unlawful or falls below proper standards or contrary to this policy are protected by the Public Disclosure Act 1998, provided they comply with statutory procedures.

Any employee looking at whistleblowing can do so by using the grievance procedure and in the first instance should discuss it with their Line Manager, the Chair of the Trustees or the Safeguarding Officer.

Any volunteer with such concerns must raise it with the person responsible for their management or the Chair of the Trustees. Anyone involved in whistleblowing will be supported and West Silvertown Foundation will ensure that proper procedures are followed.

## **PART NINE Equal Opportunities**

### **9. Equality of Opportunities**

As part of the community served by West Silvertown Foundation all children and adults at risk have the right to be safeguarded from harm and exploitation whatever their race, religion, gender, gender identity, sexuality, age or disability. This policy relates to the Organisation's legal obligation to protect children and adults at risk who are suffering forms of abuse as defined in the Children Act 1989 and Safeguarding Vulnerable Groups Act 2006 and is therefore in line with West Silvertown Foundation's equality and diversity policies.

The organisation acknowledges the impact that discrimination, poverty, trauma, neurodiversity, and cultural marginalisation can have on safeguarding outcomes. Staff will receive training in cultural competence and inclusive safeguarding practices to better support all individuals.

## **PART TEN Operational Practices Policy**

### **10.1 The use of cameras, videos, or camera mobile phones**

West Silvertown Foundation may take photographs of children and young people participating in activities and events. At all times written permission from parents/guardians/carers will be obtained **before** photographs are taken.

West Silvertown Foundation reserves the right to prohibit the use of cameras, videos and mobile telephones with picture taking capacity on its land and within any of its properties or at events it promotes.

Used security videos will be kept in a secure place and when no longer needed shall be destroyed.

### **10.2 Employee Ratios**



The ratio of employees/volunteers to children will be one to eight for those aged 8 years and under and one to ten for those aged 9 years or over as laid down by guidance issued under the Children Act (1989).

Where a Governing Body or Government guidelines require a higher ratio of employees/volunteers to the number of children and adults at risk then that ratio will override the minimum ratios set above.

Outdoor adventure activities will always have a minimum of 2 appropriately trained adults, one of which must be an employee of West Silvertown Foundation who will hold a First Aid at Work qualification.

In all but exceptional circumstances there will be two employees present when transporting children and adults at risk in a minibus or other forms of public and private transport. The ratio of employees/volunteers working with children and adults at risk with special needs will be as laid down under the Special Needs section.

### **10.3 Signing in**

All children aged 18 and under and adults at risk attending a West Silvertown Foundation organised activity will be checked against a register. This applies to all West Silvertown Foundation organised activities, regardless of their location.

### **10.4 Outside Organisations**

Any club, society, organisation or individual undertaking activities on the West Silvertown Foundation's behalf involving children aged under 18 and adults at risk will be required to either adopt West Silvertown Foundation's Safeguarding Policy or show proof that they have their own robust policies.

Any club, society, organisation or individual undertaking any activity that has been sanctioned by West Silvertown Foundation which involves children aged under 18 on West Silvertown Foundation's land or in its premises will be required to adopt West Silvertown Foundation's signing in procedures.

Any club, society, organisation or individual working with children and adults at risk who refuse to adopt West Silvertown Foundation's policies, signing in procedures or adopt their own policies and procedures will not be permitted to use West Silvertown Foundation facilities.

Any club, society, organisation or individual working with children and adults at risk will be subject to random spot checks periodically by West Silvertown Foundation employees to ensure policies and procedures are in place and being implemented.

### **10.5 Online Safety**

The West Silvertown Foundation recognises that children and adults at risk may be vulnerable to exploitation and abuse via online platforms. Staff and volunteers should remain vigilant to signs of online grooming, cyberbullying, exposure to inappropriate content, and other forms of digital harm. Online safety guidance is included in safeguarding training, and young people are encouraged to talk to staff if they feel unsafe online.

Staff must not engage in private digital communication with children or adults at risk through social media or personal devices. Organisational communication with service users online must be

transparent, monitored, and logged.

## **PART ELEVEN**

### **Special Needs Policy**

#### **11. Special Needs**

All West Silvertown Foundation's employees, volunteers and contractors are required to comply with the procedures contained within this policy.

This Special Needs Policy works in support of West Silvertown Foundation's established Children and Adults at Risk Safeguarding Policy which requires all employees, trustees and volunteers to be checked through the Disclosure and Barring Service before coming into contact with any child or adults at risk taking part in West Silvertown Foundation organised activities.

#### **11.1 Medication**

##### ***11.1.1 Screening***

Screening must take place prior to the commencement of activities and will complement West Silvertown Foundation's booking procedures. Screening will include illnesses, medication, health, emergency numbers and, in certain cases, special reference to asthma sufferers and inhalers, epilepsy and allergies and whether the child is able to administer their own medicines. Screening must include a medication sheet for children and adults at risk with individual medical requirements e.g. dosage, symptoms, times to be administered, doctor's surgery number, etc.

West Silvertown Foundation is within its rights to turn away a child or adult at risk with a medical condition which a parent has neglected to inform West Silvertown Foundation about during the screening process.

##### ***11.1.2 Contagious illness***

The screening form will indicate that West Silvertown Foundation will not accept any child or adult suffering from a contagious illness and they will be turned away.

##### ***11.1.3 Three to Five Years old***

For activities where 3 – 5 year olds are left in the sole care of West Silvertown Foundation and where medication needs to be administered, parents will be required to return to administer the medication at the appropriate time. Where a child needs help to administer an inhaler, employees must first be given written consent from parents.

##### ***11.1.4 Six Plus***

Parents will be asked to leave written consent in order for any medicines to be given or overseen. It is the parent's responsibility to inform employees or volunteers whether their child has an inhaler and where it is kept. It should be clearly labelled with the child's name and, where the child may need assistance in taking an inhaler, written consent must be given first.

##### ***11.1.5 A child six years and older requiring injections***

It is not West Silvertown Foundation's responsibility to assist a child in the administering of

injections. A child must either be able to administer and control their condition or be supervised by a parent or guardian. If a child needs to, or may need to, inject themselves during an activity, employees must be advised during the screening process.

#### ***11.1.6 Dietary requirements***

Parents or carers must inform employees or volunteers if a child or adult at risk has specific dietary requirements that need to be adhered to.

#### ***11.1.7 Medicines***

Employees and volunteers will be responsible for the safekeeping of any medicines. Children and adults at risk will be given the option of leaving inhalers in safekeeping or in their bags. All medicines must be clearly marked with the child or adult at risk's name.

#### ***11.1.8 Illness***

Should a child or adult at risk become ill during an activity West Silvertown Foundation employees will request the parent or carer to collect the child or adult at risk at the earliest opportunity.

#### ***11.1.9 Nut Allergies***

Where nut allergies have been made known to West Silvertown Foundation, the organisation will be responsible for writing to all parents/carers with children attending the same activity to request that parents/carers refrain from giving their children nut products in their lunch boxes. In the case of adults at risk, the adults or their next of kin will be informed and asked not to bring nut products to activities.

#### ***11.1.10 Dangers of the Sun***

It will be West Silvertown Foundation's responsibility to inform parents/carers about the dangers of sunburn and to request that parents/carers provide children and with suncream and appropriate headwear. Adults at risk, or their next of kin, will also be informed and asked to bring suncream and appropriate headwear.

### **11.2 Other Special Needs**

#### ***11.2.1 Clinically Diagnosed Behavioural Problems***

West Silvertown Foundation will require parents/carers to inform West Silvertown Foundation employees during the screening process prior to the activity if their child has any known behavioural problems.

#### ***11.2.2 Additional Conditions***

West Silvertown Foundation will take all reasonable steps to accommodate children and adults at risk with conditions that have been made known to employees.

#### ***11.2.3 Disabled Children and Adults at Risk***

Children and adults at risk who are wheelchair users will be actively encouraged to participate in activities. However, where the safety of other children and adults at risk may be compromised, such

as contact sports, certain disabled children and adults at risk may be turned away and encouraged to seek out more suitable activities for their disability.

### **11.3 Unacceptable Behaviour**

West Silvertown Foundation expects a reasonable standard of behaviour from the children and adults at risk in its care and reserves the right to remove a person from the activity. Where other children and adults at risk's safety and enjoyment are compromised by bad behaviour West Silvertown Foundation will have total discretion whether to remove the child or adult at risk from the activity. Where this has to be done then a full incident report will be required to be completed and kept on file.

## **PART TWELVE Contacting the Designated Safeguarding Officer**

### **12. The Designated Safeguarding Officers**

Name: Donald Fernandes, Designated Safeguarding Lead for children and young people

Tel: 07510 661738

Name: Emily Bowyer-Zaryi, Designated Safeguarding Lead for adults

Tel: 07367 588790

Name: Helen Fernandes, Designated Safeguarding Lead

Tel: 07702 674459

All paid and unpaid staff who are not the Designated Safeguarding Officer, but who are approached with concerns about a child or adult at risk, must bring the concerns raised to the attention of the Designated Safeguarding Officer, his/her deputy or their line manager immediately.

All staff to whom a person at risk discloses issues that may be related to safeguarding must keep written notes of concerns. The staff member must also complete an Incident Form immediately after the issues have been noted by them or reported to them. (the form can be found in appendix 3 – also saved in the safeguarding folder on SharePoint, and available in the staff office)

When a Safeguarding issue is raised it is important to record what is said or seen and what action was taken. This record or any other written record should be kept in a locked cabinet/limited access SharePoint folder. Access should be limited to only:

- the person who has completed the form
- the designated Safeguarding Officer(s)
- The CEO or the Chair of the Trustees

The child/adult at risk can be shown this record but discretion should be used. Their permission should be sought before showing it to the parent/guardian/carer.

It may be shown to the police and/or social services, and could possibly be used in court although this is rare.

### **PART THIRTEEN Review of Policy**

#### **13. Review and Maintenance of Policy**

This policy will be reviewed annually, or sooner following a serious incident, if there is a change in legislation, best practice, or local safeguarding procedures. The views of all employees and volunteers shall be sought where necessary and reflected in the review process.

Any new legislation or developments in existing legislation will be considered as and when required and the policy will be updated to reflect these developments.

All employees and volunteers will receive training in child and adult protection procedures at least once every 2 years. The training will be reviewed as and when required.

This policy was approved and agreed by the Trustee Board on the date shown below.

<b>Policy Status Information</b>	Safeguarding Policy
Status	Proposed
Author	CEO
Policy owner	Trustees
Date last updated	June 2025
Date for review	June 2026
Type	<b>Safeguarding</b>
Approved by	Trustees
How will policy be disseminated	Included in the staff handbook Stored in the current policies folder on SharePoint Stored on BreatheHR documents Hard copy kept in office
Does the policy require training for implementation? If yes, please specify the type of training	To be included in new start inductions To be included for existing staff as refresh Online safeguarding training for all staff every 2 years, in person safeguarding training for all staff every 2 years.

Describe the mechanism for communicating this policy	<p>Line managers supervision/team meetings</p> <p>Staff development discussions</p> <p>Staff meetings</p> <p>Session briefings/debriefs</p> <p>In conjunction with safeguarding training</p>
How will implementation be monitored	<p>All staff are clear on the terms of the policy</p> <p>Check staff have completed any required training</p> <p>Review any issues with non-compliance</p>
Are there linked policies/procedures	<p>Anti-harassment and Bullying Policy</p> <p>Disciplinary Policy</p> <p>Health and Safety Policy</p> <p>Lone Worker Policy</p> <p>Sexual Harassment Policy</p> <p>Whistleblowing Policy</p>
Document control	Safeguarding Policy June 2025
Frequency	every 2 years

## Appendix 1 - Guidelines for Responding to an Allegation of Abuse

### General Points

- Keep calm – do not appear shocked or disgusted
- Accept what the child/adult at risk says without passing judgement (however unlikely the disclosure may sound)
- Look directly at the child/adult at risk
- Be honest
- Let them know you will need to tell someone else, don't promise confidentiality
- Be aware the child/adult at risk may have been threatened and fear reprisals for having spoken to you
- Never push for information or question the child/adult at risk as this can undermine any subsequent criminal investigation. If at any point a child/adult at risk decides not to continue, accept that and let them know that you are ready to listen should they wish to continue at any time.

### Helpful things to say or show

- Show acceptance of what the child/adult at risk says
- "I take what you are saying very seriously"
- "I am pleased that you have told me. Thank you for telling me"
- If appropriate,  
"It isn't your fault and you are not to blame at all"  
"I am sorry that happened to you"  
"I will help you"

### Things not to say

- "Why didn't you say something before?"
- "I really can't believe it"
- "Are you sure this has happened?"
- Don't make false promises to the child/adult at risk – like confidentiality – be honest now, any lies will be further abuse and betrayal
- Never make statements such as 'I am shocked!' or 'don't tell anyone else'.

### Concluding the conversation

- Reassure the child/adult at risk that they were right to tell you
- Let the child/adult at risk know what you are going to do next and tell them that you will let them know what is happening at each stage.

**Appendix 2 – CONCERN OR INCIDENT PROCEDURE**

## Concern regarding welfare and/or Incident reporting procedure

- 1) Inform your Session Lead or DSL in person.
- 2) Complete the [Concern regarding welfare and/or Incident form](#) within 24hrs, or before they leave if it is a child at immediate risk.
- 3) If a paper copy, place in the safeguarding lock box in the office below the first aid sign (ask another member of staff if you cannot locate this).
- 4) Session Lead or DSL should then update the form with their section within 24hrs of receipt of the form. If they know they will not be working the following day, they must complete the form on the day of receipt.
- 5) This should then be sent to the DSL via email [emily@wsfroyaldocks.org](mailto:emily@wsfroyaldocks.org) (adult) or [donald@wsfroyaldocks.org](mailto:donald@wsfroyaldocks.org) (children). If there are no urgent/follow up actions, the email should contain the words 'FOR REVIEW' in the subject field. If follow up/urgent action required, the words 'FOR ACTION' must be entered in the email subject field. (In both cases, alongside the adult/child's name).
- 6) DSL should complete the form within 2 weeks.



Appendix 3 – CONCERN OR INCIDENT FORM

## Concern regarding welfare and/or Incident form

Use to record incidents, concerns and disclosures

**Concerns regarding an adult/child's welfare:** Use this form to record any form of concern around an adult/child's welfare, including but not limited to concerning behaviour, comments, actions or injuries.

**Incident requiring recording:** Also use this form to record any one-off incident which requires, or would benefit from, a written record being maintained. All incidents of physical intervention/restraint must be recorded on this form. Other incidents benefitting from recording could include a potential hazard, significant damage to property, verbal escalation between parties etc.

Please select one of the below. This recording relates to:

- A concern about a child/adult       A one off incident requiring recording

To be completed by a person with knowledge of incident or concern <u>within 24hrs or before if the concern is for a person at immediate risk</u>	
<b>Your Name, relationship to the person at risk and your contact number.</b>	
<b>Date, time and location of incident or disclosure</b>	
<b>Full name of others involved?</b> (children, adults, staff, member of public, etc. Please provide their contact information if known)	
<b>Who witnessed this?</b> (Names of children, adults, staff, member of public, etc.)	

<p><b>Please write an account of what happened or what you're concerned about</b> (This should be highly detailed, accurate, and unbiased. What happened, how it happened, description of any injuries sustained, behaviour witnessed and whether information recorded is fact, opinion or hearsay. You may also include the person at risk's account)</p>	
<p><b>Details of any previous context, concerns, incidents or relevant safeguarding records that may allow us to assess this information better.</b></p>	
<p><b>What actions, if any, followed this?</b> (How was the issue resolved/unresolved)</p>	
<p><b>Who have you reported this concern/incident to, and when?</b> (If there was a delay in reporting, what caused this? NB it is a WSF requirement for any concern related to welfare to be reported to a senior leader before that child leaves the premises)</p>	

<b>Date of completion:</b> <hr/>	<b>Signed:</b> <hr/>
<b>To be completed by Session Leader or DSL Must be updated within 24hrs of receipt</b>	
<b>Name, role and contact information of person completing this section.</b>	
<b>Does this form require an immediate response?</b>	<input type="checkbox"/> <b>Yes</b> - you must immediately take steps to protect the individual from harm. This may include contacting the Police or Children's Social Care. You should seek support from the Designated Safeguarding Lead at the earliest opportunity via 07510661738/donald@wsfroyaldocks.org (children) or 07912678759/emily@wsfroyaldocks.org (adult), but not at the expense of taking any immediate protective action.  <input type="checkbox"/> <b>No</b> - Selecting this option may still mean other significant or urgent responses are required, but this confirms the Session Lead/DSL does not believe any individual to be at immediate risk of significant harm.
<b>What support, actions, or further exploration is required/has been taken in response to the concern/incident described? Who will take/have taken these actions?</b> (Consider what actual/potential risks this information raises for the adult/child concerned, other adults/children in their household, others in the community centre or community)	
Has this resolved the concern/incident or are longer term/follow up actions required?  <input type="checkbox"/> Concern/Incident resolved <input type="checkbox"/> Further action required	
<b>Date of response actions completed:</b> <hr/>	<b>Signed:</b> <hr/>

**NEXT STEPS:** If not already, this form should be emailed to [donald@wsfroyaldocks.org](mailto:donald@wsfroyaldocks.org)/[emily@wsfroyaldocks.org](mailto:emily@wsfroyaldocks.org) at session completion, for the

Designated Safeguarding Lead to review. If there are no urgent/follow up actions, the email should contain the words 'FOR REVIEW' in the subject field. If follow up/urgent action required, the words 'FOR ACTION' must be entered in the email subject field. (In both cases, alongside the adult/child's name.)

<b>To be completed by the Designated Safeguarding Lead within two weeks:</b>
<p>Is this concern/incident fully dealt with and ready to close?</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO</p>
<p>If no, what further support, actions, or additional exploration is required? Who will do this and when?</p>
<p>Does anything within this form, or any wider issue raised by it, require external reporting? (to Children's Social Care, LADO, Police, the Charities Commission or any other authority?) Or constitute a serious incident and require notification to the Trustees?</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO</p>
<p>If yes, what reports or referrals were made, when, by whom, and with what outcome?</p>
<p>Running log of any further actions, until concern/incident closure:</p>
<p>What wider learning or practice implications arise from this concern/incident for West Silvertown Foundation? What steps will be taken to explore these?</p>
<p>Date signed off as complete:</p>
<p>Name of DSL/Deputy signing off:</p>
<p>Signature:</p>



**A further copy should be scanned to the 'DSL' folder within one month, and the paper copy then shredded.**