



Safeguarding Policy

Children and Young People (CYP)

8th June 2016

Safeguarding Children and Young People (CYP) Policy			
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1. Purpose

This policy outlines how Homes for Haringey will protect children and young people from neglect or abuse.

2. Definition

Children and young people up to the age of 18 who are in need, or where there is reasonable cause to suspect that a child is suffering or is likely to suffer significant harm.¹

3. Legislative/Regulatory Framework

- Children Act 2004
- The Care Act 2014
- The Modern Day Slavery Act 2015
- The Data Protection Act 1998
- Working together to safeguard children 2015
- Counter-Terrorism and Security Act 2015

4. Linked policies

- ASB
- Hoarding
- Whistleblowing
- Disciplinary
- DBS
- Prevent
- Vulnerable Tenants Check
- Safeguarding adults (related policy)

5. Scope

This policy covers all the activities and services we provide and applies to all employees, volunteers, agency workers, contractors and partners working and on behalf of Homes for Haringey who come into contact with children and young people whilst going about their everyday duties, and who may observe even the slightest signs of abuse or neglect.

¹ Give reference



6. Policy statement

It is always unacceptable for a child or young person to experience abuse of any kind and we recognise our responsibility to safeguard their welfare by a commitment to working practices that protect them.

We will endeavour to safeguard children and young people by:

- Valuing them, listening to and respecting them;
- Responding immediately and effectively to concerns;
- Adopting this policy and adhering to our associated procedures and code of conduct for staff;
- Recruiting all staff, volunteers and associates safely by ensuring that all the necessary checks are made;
- Sharing immediately and effectively any concerns where children are involved in Children's Services; and
- Providing effective management of staff and associates through supervision, support and training.

7. Forms of abuse

Child abuse is when a child or young person suffers harm as a result of abuse.

There are many forms of abuse including:

- physical
- psychological (includes cyber bullying)
- sexual exploitation / grooming
- financial or material
- organisational
- neglect or acts of omission
- self-neglect
- domestic violence
- female genital mutilation
- modern slavery

For further details see Appendix 1.



8. Use of technology

Where there is suspected or actual evidence of anyone accessing or creating or distributing indecent images of children, and/or there are concerns about a child being groomed, exposed to pornography or contacted by someone inappropriately, immediate referral must be made to social services.

9. Radicalisation

Where there are concerns that a child or young person is at risk of being exploited by radical views these should also be reported using the Concern Card. (See Prevent Strategy).

10. A proactive approach to safeguarding

Housing officers, support staff, surveyors and contractors are most likely to visit homes and see action or evidence that gives cause for alarm.

Homes for Haringey will equip and empower front line staff to identify abuse and take a proactive approach to safeguarding children and young people by ensuring that:

- Safeguarding is covered in the induction
- Specific training is given to those actively involved in safeguarding.
- Homes for Haringey promotes and provides an ongoing programme of safeguarding /child protection training
- Managers are kept updated on current information and policies regarding safeguarding /child protection
- All relevant staff members are briefed of policy and practice changes.

11. Prevention

Homes for Haringey will:

- Raise awareness and educate people about abuse to better enable them to protect children and young people from actual or possible abuse.
- Empower children and young people with information, advice and advocacy.
- Advise residents and staff how to report any concerns they may have.



12. Partnership working

Homes for Haringey will:

- Co-operate with the local authorities implementing their statutory duties around safeguarding. This may include carrying out 'enquiries' into incidents or attending case conferences.
- Work together with partner agencies where abuse has been substantiated and a protection plan has been put in place.

13. Confidentiality

No service or individual can ever guarantee a child or young person absolute confidentiality. Whilst we recognise the importance of reassuring children and young people and respecting their confidentiality where possible there may be circumstances when this may need to be overridden – for example child protection issues.

A child's best interests must be the overriding concern.

13.1. Information sharing and record keeping

Information should only be shared on the basis that it is:

- Necessary for the purpose for which it is being shared
- Shared only with those who have a need for it
- Accurate and up to date
- Shared securely and in a timely fashion
- Not kept for longer than necessary for the original purpose.

14. Leading on safeguarding issues

Homes for Haringey has a designated safeguarding champion, a senior manager who provides strategic direction and champions safeguarding throughout the organisation.

Homes for Haringey also has a designated safeguarding lead who has the appropriate knowledge, experience and skills to provide help and advice to staff and to act as a lead on safeguarding issues.



15. Staff recruitment

Homes for Haringey recognises the need to be alert to the possibility that any person we engage or employ in a paid or unpaid capacity may pose a risk of harm to a child or young person.

Homes for Haringey ensures that all staff with access to children and young people are recruited using safer recruitment practices including DBS and reference checks.

16. Working with contractors, agents and other partners

All contractors, agents, partners working for and on behalf of Homes for Haringey will:

- Be advised that appropriate safeguarding procedures are required to be in place and evidenced on request if they are involved in delivering services which children may use.
- Be briefed on the Safeguarding policy, procedure and the use of the Concern Card.
- Be required to adopt safeguarding policy and procedure.

17. Reporting concerns

Staff and contractors can raise concerns by completing a simple Concern Card.

18. Allegations against staff, contractors or agents

Any allegation about abuse or neglect of a child or young person must be immediately be referred to Child Protection and notified to the relevant director.

19. Whistleblowing policy

Homes for Haringey will take seriously any safeguarding concerns raised by an employee. The whistleblowing policy will support and protect any employee who has volunteered information in good faith.



20. Equalities and diversity

No person will receive less favourable treatment on the grounds of race, gender, religion or belief, age, sexual orientation, physical disability, appearance, economic status or marital status.

21. Quality assurance/ Performance monitoring

- Regular safeguarding audits
- Number of safeguarding (CYP) concern cards submitted by staff
- Number of safeguarding (CYP) concern cards submitted by contractors
- Regular review of safeguarding including lessons learned
- Training records
- Safer recruitment audits

22. Complaints and appeals

A person who believes that they have not been treated in accordance with this policy may complain using the Complaints Policy.

23. Version control

Revision	Date	Description of changes	Consultation?	Reviewed by
1.0	21/11/14	Initial Release	Yes	
2.0	16/5/16	Update incorporating changes in legislation. Adults and CYP separated into separate linked policies	Yes	Safeguarding group 16/5/16



Appendix 1 – Recognising Signs of Abuse

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

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