

BET Safeguarding Children and Young People Policy

The Scope of this policy

The purpose of this document is to set out The Beacon Equity Trust (BET) Safeguarding Children and Young People Policy.

To fulfil BET's commitment to safeguard and promote the welfare of children and young people, all organisations that provide services for, or work with, children and young people must have:

- Clear priorities for safeguarding and promoting the welfare of children and young people, explicitly stated in strategic policy documents.
- A clear commitment by senior management to the importance of safeguarding and promoting welfare.
- A clear line of accountability and defined roles and responsibilities within the organisation for safeguarding and promoting the welfare of children and young people.
- Recruitment and human resources management procedures that take account of the need to safeguard and promote the welfare of children and young people, including arrangements for appropriate checks on new staff and volunteers.
- Safe working practice guidance which staff/volunteers have read and understood
- Procedures for dealing with allegations of abuse against members of staff and volunteers, including a **Safeguarding Officer** to whom allegations and concerns are reported.
- Arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively, and keep this up-to-date by refresher training at regular intervals; and that all staff, including temporary staff and volunteers who work with children and young people, are made aware of the establishment's arrangements for safeguarding and promoting the welfare of children and young people and their responsibilities for that.
- Policies for safeguarding and promoting the welfare of children and young people including a child protection policy, and procedures that comply with BET Safeguarding Children and young people policies and procedures for safeguarding.
- Arrangements to work effectively with other organisations to safeguard and promote the welfare of children and young people, including arrangements for sharing information.
- A culture of listening to, and engaging in dialogue, with children and young people- seeking children's views in ways that are appropriate to their age and understanding, and taking account of those views in individual decisions and in the establishment or development of services.
- Appropriate whistle-blowing procedures and a culture that enables issues about safeguarding and promoting the welfare of children and young people to be addressed.
- Safeguarding of on-line, social media and generic ICT activities by and for learners and staff and stakeholders.

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1. Introduction

- 1.1 **The purpose of this document is to set out the BET Safeguarding Children and Young People Policy.**
This document is the Safeguarding Children and Young People Policy for BET which will be followed by all members of the organisation and followed and promoted by those in the position of leadership within the organisation.
- 1.2 Individual agencies are responsible for ensuring that their employees are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare and young people.
- 1.3 The purpose of the organisation is the delivery and management of learning, skills and leadership development services.
- 1.4 We know that being a young person makes them vulnerable to abuse by adults. The purpose of this policy is to make sure that the actions of any adult in the context of the work carried out by the organisation are transparent and safeguard and promote the welfare of all young people.
- 1.5 Principles upon which the BET Safeguarding Children and Young People Policy is based:
 - The welfare of a child, young person and young people will always be paramount;
 - The welfare of families will be promoted;
 - The rights, wishes and feelings of children and young people and their families will be respected and listened to;
 - Keeping safe from harm requires people who work with children and young people to share information.

Those people in positions of responsibility within the organisation will work in accordance with the interests of children and young people and follow the policy outlined below.

2. Staff, volunteers and representatives

- 2.1 All staff, volunteers and representatives should actively safeguard and promote the welfare of children and young people. All should ensure they are aware of, and comply with this policy and associated procedures and attend training as required.
- 2.2 Staff, volunteers and representatives will ensure they are familiar with and understand the policies and procedures relating to their work with or in the vicinity of young people.
- 2.3 Staff, volunteers and representatives will ensure they deal with any incidents of abuse or suspected abuse of young people in accordance with this policy and procedure.
- 2.4 Concerns that a young person may be at risk of or suffering from abuse or neglect should always be reported to the **BET Safeguarding Officer**.
- 2.5 Reasons for the concern and actions taken should be documented.
- 2.6 Ensure staff, volunteers and representatives understand the level of training appropriate for their post and that they feel confident in working within this environment and able to communicate with their managers to ensure that they have the knowledge and skills to carry out their tasks in relation to safeguarding.
- 2.7 Treating all children and young people with whom they come into contact while carrying out their work equally and with respect.

3. BET Safeguarding Children and Young People Policy

3.1 Immediate Action to ensure Safety

Immediate action may be necessary at any stage in involvement with children and young people and their families.

IN ALL CASES IT IS VITAL TO TAKE WHATEVER ACTION IS NEEDED TO SAFEGUARD THE CHILD OR CHILDREN AND/OR YOUNG PEOPLE CONCERNED:

- If emergency medical attention is required this can be secured by calling an ambulance or taking a child to the nearest Accident and Emergency Department.
- If a child is in immediate danger the police should be contacted as they alone have the power to remove a child immediately if protection is necessary, via their powers to use Police Protection.

3.2 Recognition of Abuse or Neglect

Abuse and neglect are forms of maltreatment of a child and young people. Somebody may abuse or neglect a child or young person by inflicting harm, or by failing to act to prevent harm. Children and young people may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

Neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from the home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate care-givers)
- ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's or young person's basic emotional needs.

Examples for this may include:

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children and young people that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person.

It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children and young people frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child and/or young person though it may occur alone.

Trafficking & Exploitation of Children and Young People

This applies where a child or young person is coerced or deceived by an adult who brings them into the country. Typically they are refused their human rights and are forced into domestic servitude, forced marriage, acting as a drugs mule, begging etc.

Young people may appear to submit willingly through fear either for themselves or for their families, who may be accepting bribes for them.

Recognition of trafficking and exploitation will usually be from a combination of general signs such as neglect, abuse and issues with immigration status. Typically they will not hold their own travel documentation, and be excessively frightened of being deported. In some cases their paperwork may be false, have unexplained gaps, or may be held by an adult who is not their parent.

Any referral should be made in line with BET's referral procedures.

Female Genital Mutilation

It is illegal in many countries to subject a child to female genital mutilation (FGM) or to take that child abroad or to help someone else to do so in order for this procedure to take place. Many communities still consider this practise acceptable as a means of protecting their cultural identity. Girls are subjected to this practise from new born until adulthood. Although it is less likely that girls in adulthood are at risk, indicators that should alert staff include:

- They confide that they or a sister is to have "a special procedure or to attend a special occasion";
- The family come from a community which practises FGM.

If you have any concerns or information you should advise the **BET Safeguarding Officer**.

Forced Marriages/Honour Killings

A "forced" marriage is distinct from a consensual "arranged" marriage because it is done without the valid consent of both parties, as duress is one of the factors. Usually they are forced into the marriage because of fear of significant harm; physical, sexual or emotional abuse.

Information about this may come from a range of sources; student's peer group, a relative or from the local community.

There are a number of behavioural indicators which may alert you to this including:

- Domestic violence;
- Self-harm;
- Child abuse or neglect;
- Absence, missing or runaway.

Young men as well as women can be the victim of forced marriages, and where there is refusal to go through with it there may be some link to "honour killings".

Where there is a suspicion about a forced marriage or honour based violence this should be referred to the **BET Safeguarding Officer**.

- 3.3 Individuals within the organisation need to be alert to the potential abuse of children and young people both within their families and also from other sources including abuse by members of that organisation.
- 3.4 The organisation should know how to recognise and act upon indicators of abuse or potential abuse involving children and young people and where there are concerns about a child's welfare. There is an expected responsibility for all members of the organisation to respond to any suspected or actual abuse of a child in accordance with these procedures.
- 3.5 It is good practice to be as open and honest as possible with parents/carers about any concerns. However, you **MUST NOT** discuss your concerns with parents/carers in the following circumstances:
- where Sexual Abuse or sexual exploitation is suspected;
 - where organised or multiple abuse is suspected;
 - where there are concerns a child may be at risk of Female Genital Mutilation;
 - where fabricated or induced illness (previously known as Munchausen Syndrome by proxy) is suspected;
 - where contacting parents/carers would place a child, yourself or others at immediate risk.
- 3.6 These decisions should not be taken in isolation. Consult with the **BET Safeguarding Officer**.

4. What to do if children and young people talk to you about abuse or neglect.

- 4.1 It is recognised that a child and/or young person may seek you out to share information about abuse or neglect, or talk spontaneously, individually or in groups when you are present. In these situations **YOU MUST**:
- Listen carefully to the child or young person. **DO NOT** directly question them.
 - Give the child and/or young person time and attention.
 - Allow the child and/or young person to give a spontaneous account; do not stop them if they are freely recalling significant events.
 - Make an accurate record of the information you have been given taking care to record the timing, setting and people present, the child's and/or young person's presentation as well as what was said. Do not throw this away as it may later be needed as evidence.
 - Use the child's and/or young person's own words where possible.
 - Explain that you cannot promise not to speak to others about the information they have shared - do not offer false confidentiality.
 - Reassure the child and/or young person that:
 - they have done the right thing in telling you;
 - they have not done anything wrong.
 - Tell the child and/or young person what you are going to do next and explain that you will need to get help to keep him/her safe.
 - **DO NOT** ask the child and/or young person to repeat his or her account of events to anyone.

5. Who to consult about your concern

Because of your observations of, or information received, you may become concerned about a child and/or young person who has not spoken to you.

- 5.1 It is good practice to ask a child and/or young person why they are upset or how a cut or bruise was caused, or respond to a child and/or young person wanting to talk to you. This practice can help clarify vague concerns and result in appropriate action.
- 5.2 If you are concerned about a child and/or young person you must share your concerns. Initially you should talk to one of the people designated as responsible for child and/or young people protection within your organisation. In this organisation this person is the **BET Safeguarding Officer**.
- 5.3 If this person is implicated in the concerns you should discuss your concerns directly with a BET Trustee.
- 5.4 You should consult with your local Social Care Duty & Investigation Team in the area where the child and/or young person resides, in the following circumstances:
 - when you remain unsure after internal consultation as to whether child and/or young people protection concerns exist.
 - when there is disagreement as to whether child and/or young people protection concerns exist.
 - when you are unable to consult promptly or at all with your designated internal contact for child and/or young people protection.
 - when the concerns relate to any member of the BET staff.
- 5.5 Consultation is not the same as making a referral but should enable a decision to be made as to whether a referral to Social Care or the Police should progress.

6. Making a Referral

- 6.1 A referral involves giving Social Care or the Police information about concerns relating to an individual or family in order that enquiries can be undertaken by the appropriate agency followed by any necessary action.
- 6.2 Parents/carers should be informed if a referral is being made except in the circumstances outlined in section 3.5.
- 6.3 However, inability to inform parents for any reason should not prevent a referral being made. It would then become a joint decision with Social Care about how and when the parents should be approached and by whom.
- 6.4 If your concern is about harm or risk of harm from a family member or someone known to the children and/or young people, you should make a telephone referral to the Social Care Duty & Investigation Team in the area where the child and/or young people resides.

If your concern is about harm or risk of harm from someone not known to the child and/or young person family, you should make a telephone referral directly to the Police.

If your concern is about harm or risk of harm from an adult in a position of trust see [Section 7: Allegations Against Adults Who Work With Children](#).

6.5 Information required when making a referral

Be prepared to give as much of the following information as possible (in emergency situations all of this information may not be available). Unavailability of some information should not stop you making a referral.

- Your name, telephone number, position and request the same of the person to whom you are speaking.
- Full name and address, telephone number of family, date of birth of child and/or young person and siblings.
- Gender, ethnicity, first language, any special needs.
- Names, dates of birth and relationship of household members and any significant others.
- The names of professionals known to be involved with the child/family and/or young person eg: Doctor, Health Visitor, School.
- The nature of the concern; and foundation for the concern.
- An opinion on whether the child may need urgent action to make them safe.
- Your view of what appears to be the needs of the child and/or young person and their family.
- Whether the consent of a parent with parental responsibility has been given to the referral being made.

6.6 Action to be taken following the referral

- Ensure that you keep an accurate record of your concern(s) made at the time.
- Put your concerns in writing to BET Trustees following the referral (within 48 hours)
- Accurately record the action agreed or that no further action is to be taken and the reasons for this decision.

7. Allegations against Adults who work with children and/or young people.

If you have information which suggests an adult who works with children and young people (in a paid or unpaid capacity) has:

- behaved in a way that has harmed or may have harmed a child and/or young person.
- possibly committed a criminal offence against, or related to, a child and/or young person.
- behaved towards a child/children and/or young people in a way that indicated s/he is unsuitable to work with children and/or young people.

You should speak immediately with the **BET Safeguarding Officer** who has responsibility for managing allegations. They will consult with/make a referral to the appropriate Local Authority. If one of those people is implicated in the concerns you should discuss your concerns directly with a Local Authority Officer.

8. Prevent Duty & Key Values

This is a duty to look at what more can be done to tackle extremist activity that “creates an environment for radicalising individuals and could lead them on a pathway towards terrorism”.

Radicalisation is the process by which individuals come to support terrorism or extremism. The internet and other social media are some of the main methods used to recruit and “groom” students. There are not “typical” profiles of a person likely to become involved in extremism, or for a person who moves to adopt violence in support of a particular ideology.

At BET the promotion and reinforcement of key values are important to us. We see values as underpinning what it is to be a citizen in a modern and diverse society.

As well as striving to actively promote these values to our learners, we are also embedding these into teaching and learning across our curriculum and services we provide either directly or via our supply chain.

Key values are defined within the duty as including:

- democracy
- the rule of law
- individual liberty
- mutual respect
- tolerance for those with different faiths and beliefs

With these values in mind, at BET we aim to:

- Help learners to become valuable and rounded members of society who treat others with respect and tolerance, regardless of background.
- Promote the basic values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those of different beliefs and faiths to learners.
- Celebrate difference and promote diversity across all our activities and throughout our supply chain.
- Encourage an understanding of the difficulties other cultures face where such values are not respected.

We are taking action to:

- Embed different materials about democracy and how the law works into our learning materials.
- Use opportunities such as general elections and debates to promote key values and help learners to argue and defend different points of view.
- Actively consult with our learner representatives to gather learner views and feedback on key policies that affect the learner body.
- Encourage learners to become responsible learners and to actively participate in their own learning and development.
- Provide staff development training.
- To promote key values and ensure that our statutory duty is embedded in our supply chain and our providers' staff teams."

The need to protect learners from all forms of radicalisation is part of BET's staff safeguarding duty. There are a number of behavioural indicators which may alert you:

- Use of inappropriate/discriminatory language.
- Possession of violent extremist literature including electronic material (via the internet or text etc).
- Behavioural changes e.g. become withdrawn or focused on one ideology.
- The expression of extremist views.
- Advocating violent actions and means.
- Association with known extremists.
- Change in appearance or health (including mental health) eg they can become isolated from friends and family.
- Seeking to recruit others to extremist ideology.

Learners who are referred are supported rather than criminalised.

We do this in a variety of ways e.g. Young learners who want to travel to dangerous and unsecure regions ;

- Learners should be made aware of the dangers of travelling to unsecure regions.
- Explore ways of genuinely showing support and sympathy for learners caught up in the conflict in a positive way e.g. collections for legitimate charities.
- Invite a speaker from the local mosque for a more moderate definition of religious commitment.

If you have any significant concerns, you should initially raise this with the **BET Safeguarding Officer**.

9. Partnerships working

As part of this statutory duty, we are required to work with a multi-disciplined support network, including not only those responsible for IT and Safeguarding but also from the wider community

If a BET member of staff feels that a learner is in danger or being targeted for radicalisation, they should first discuss this with the **BET Safeguarding Officer** and then the matter will be discussed with BET Trustees who will identify an appropriate support package for them. This can take many forms including; anger management, careers counselling, family counselling, or a family support package.

10. E-Safety

BET has a policy that covers the use of all ICT related activities including the use of social media such as Facebook , texting, email and internet.

If you experience or are subject to any form of abuse via any form of ICT communications we take this matter very seriously; all and any incidences are required to be reported immediately.

Examples of this can include :

Internet Grooming

This usually takes the form of flattering someone, talking to them in a private chat room where they can be isolated or befriended by someone on a networking web page. In some cases they can pretend to be their “best friend”, and building up a sense of mutual “trust”, suggesting that they can discuss “anything”.

Sex talk/Sexting

Students are encouraged to engage in explicit conversation or requesting explicit photographs from them.

Cyber bullying

This is any form of electronic communication which is used to send malicious or unkind messages to try and intimidate or threaten them.

11. Confidentiality

11.1 The organisation should ensure that any records made in relation to a referral should be kept confidentially and in a secure place.

Information in relation to child protection concerns should be shared on a "need to know" basis.

11.2 However, the sharing of information is vital to child protection and, therefore, the issue of confidentiality is secondary to the need for protection.

11.3 If in doubt, consult the **BET Safeguarding Officer**.

I have read and understood the BET Safeguarding Policy, and know who is the **BET Safeguarding Officer**.

Signed:

Name:

Date:
