



# Safeguarding Statement

## At a glance

This is our safeguarding statement, safeguarding is 'Everybody's Business' and **vigilance** is the key word.

## Who this policy applies to

This policy applies to all members of staff who work under a contract of employment with Harry's Rainbow, volunteers and to members of the Board.

## Policy status

This policy is owned by the Board of Trustees. It is non-contractual and may be updated or changed by the Board at any time and in accordance with changes in legislation. Colleagues are reminded that it is their responsibility to keep up to date with policy changes.

## Introduction

At Harry's Rainbow we support children, young people and young adults from 0-25 who have been bereaved by the death of a sibling or parent in Milton Keynes and surrounding areas, to have a brighter tomorrow. Through connection with others, in our Rainbow, Youth and Young Adult groups, who have similar life experiences, we can provide tools, techniques and support networks to navigate the journey of grief. Our values are 'Integrity. Dedication and Compassion',

- we act with integrity in the best interests of for all our beneficiaries,
- we act with compassion towards the bereaved families offering support and signposts to further support when needed
- we are dedicated to provide all those bereaved by the death of a parent or sibling, 0-25, in Milton Keynes and surrounding areas, and their families with the support, tools and connection they need

We are dedicated to safeguarding. Safeguarding is everybody's business, and the key word is 'vigilance'. All our staff, volunteers and trustees are trained and have a refresher in line with policy, are aware of our DSL and processes and procedures for referral.

## Purpose of the policy statement

Owner: Odette Mould	Approved/Reviewed Date: 13/10/2024
Approved by: The Board	Review Date: 13/10/2027 This statement may I be edited earlier as per legislation.

- to protect children and young people who receive Harry’s Rainbow services from harm. This includes the children of adults who use our services in the Harry’s Rainbow office, support group venues and on trips and visits.
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Harry’s Rainbow including paid staff, volunteers, the board of trustees and students

### Legal framework

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from <https://learning.nspcc.org.uk/child-protection-system>

### Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents [Policies Agreed](#)

- role description for the designated safeguarding officer
- dealing with disclosures and concerns about a child or young person (Safeguarding Policy)
- managing allegations against staff and volunteers (Safeguarding policy)
- recording concerns and information sharing (Safeguarding policy/ template)
- child protection records retention and storage (Record retention policy)
- rainbow group policy
- photography and sharing images guidance
- safer recruitment policy
- anti-bullying
- managing complaints
- whistleblowing policy
- health and safety policy
- induction, training, supervision and support programme

### We believe that

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

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### We recognise that

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

### Find out more about:

- safeguarding children who come from Black, Asian and minoritised ethnic communities

[Safeguarding children from Black, Asian and minoritised ethnic communities | NSPCC Learning](#)

- safeguarding d/Deaf and disabled children and young people

[Safeguarding d/Deaf and disabled children | NSPCC Learning](#)

- safeguarding LGBTQ+ children and young people

[Safeguarding LGBTQ+ children and young people | NSPCC Learning](#)

- safeguarding children with special educational needs and disabilities (SEND).

[Children with special educational needs and disabilities \(SEND\) | NSPCC Learning](#)

### We aim to keep children safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people, a deputy and board of trustees dedicated to safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made

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- recording and storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner’s Office: [ico.org.uk/fororganisations](http://ico.org.uk/fororganisations)
- sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

### Contact details

#### ***Nominated child protection lead***

Name: **Marie-Claire Parsons**

Phone/email: [marie-claire@harrysrainbow.co.uk](mailto:marie-claire@harrysrainbow.co.uk)

#### ***Deputy child protection lead(s)***

Name(s):

**Sam Williams**

[Sam@harrysrainbow.co.uk](mailto:Sam@harrysrainbow.co.uk)

**Sarah Harvey**

[Sarah@harrysrainbow.co.uk](mailto:Sarah@harrysrainbow.co.uk)

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