



Safeguarding and Child Protection Policy

At a glance

This policy sets a framework for the principles of safeguarding and child protection.

Who this policy applies to

This policy applies to all members of staff who work under a contract of employment, or are contracted to work for Harry's Rainbow, volunteers and trustees of Harry's Rainbow charity.

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 in conjunction with legislation change and reviewed annually in conjunction with any changes to safeguarding policies. Colleagues are reminded that it is their responsibility to keep up to date with policy changes.

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Owner: Odette Mould	Approved/Reviewed Date: 13/10/2024
Approved by: The Board	Review Date: 13/10/2027 The policy will be edited prior to this date as per legislation changes.

Overview

Safeguarding is everybody's business. At Harry's Rainbow, we are all ambassadors of the charity and live by our values of integrity, dedication and compassion and our mission to give bereaved children a brighter tomorrow. Our staff, volunteers, trustees and families have a duty of care to safeguard and promote the welfare of the children and young adults that we support. Safeguarding is 'Everybody's Business' and the key word for us is 'vigilance'.

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

Policy Purpose

The purpose of this policy is to set out Harry's Rainbow's approach to safeguarding and applies to everyone working and volunteering for, or acting on behalf of, Harry's Rainbow. It sets out the principles, underpinned by our Safeguarding statement, policies and procedures, roles and responsibilities so that all know what to do to safeguard children and young adults and who to ask for advice.

Our Approach to Safeguarding

Safeguarding is at the heart of all we do and is informed by law, governance and charity values, behaviours and structures. Amendments to the policy will be reactive to any changes in law.

Safeguarding children is the action we take to promote the welfare and wellbeing of children and protect them from harm.

Child protection is part of safeguarding focusing on the activity that is undertaken to protect individual children identified as suffering or likely to suffer significant harm. For this policy a child is pre-birth -18 and a young adult 18-25.

Safeguarding Principles

Harry's Rainbow safeguarding principles are informed by the UN Convention on the Rights of the Child, relevant legislation and guidance, and by our understanding of best practice.

Principle 1 All children have a right to protection from harm and abuse, regardless of age, ability, gender, racial heritage, religious beliefs, sexual orientation, identity or additional vulnerabilities.

Principle 2 The best interests of the child are paramount in all considerations about their welfare and protection, including when to maintain confidentiality and when to share information about them

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Principle 3 Children have a right to participate in decisions about their lives. Their views, wishes, feelings and experiences are evident in our work with them.

Principle 4 Working together with children, their parents, carers and other agencies is essential to promoting children’s welfare/wellbeing and ensuring their protection. In some limited circumstances, it will not be appropriate to engage with parents and carers to protect the child.

Principle 5 As part of working together we expect professionals to act on our concerns, and we will escalate our concerns in our efforts to be satisfied that the child has been protected, taking a stand in cases where we consider the protection of the child has not been taken seriously

Scope

Safeguarding comprises of:

Safe recruitment We apply a fair and consistent approach to recruitment of staff and volunteers. Harry’s Rainbow are committed to safeguarding children and adults at risk, we have robust recruitment procedure, including DBS checks, to minimise the risk of engaging anyone, as a staff member, trustee or volunteer, who may pose a risk to children.

Policies We have a robust induction programme for staff, trustees and volunteers, and a requirement for all to undertake the TES safeguarding training **every 2 years with an annual refresher, or earlier if legislation changes.**

Procedures Our safeguarding procedures are understood by all and reported to the DSL or directly to the MASH as appropriate. [Milton Keynes Multi Agency Safeguarding Hub \(MASH\) | Milton Keynes City Council \(milton-keynes.gov.uk\)](#). Please be aware that ‘early help’ and ‘MARF’ forms are now online only and can be found under the MASH link.

Actively managing safeguarding risk. Risk assessments are completed to actively manage risks. Working within a multi-agency approach we escalate our concerns as necessary to be satisfied that the child or vulnerable adult has been protected.

[Safeguarding adults and children | Milton Keynes City Council \(milton-keynes.gov.uk\)](#)

Roles and Responsibilities

Beneficiary Lead – to oversee Harrys Rainbow Safeguarding and Child protection policies and procedures ensuring they are updated as per the schedule and that all new staff, trustees and volunteers are inducted with appropriate safeguarding training and compliance with policies and procedures. Point of contact for allegations against staff.

DSL – take responsibility for reporting safeguarding disclosures to the appropriate body and keeping appropriate records as per policy and retention periods. To inform Beneficiary Lead & CEO of any open safeguarding cases. Point of contact of allegations against volunteers.

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Trustees – the board of trustees have responsibility for monitoring the safeguarding/child protection policy and procedures and be aware of any open cases, provide support to the DSL, Beneficiary Lead and CEO.

Chair of trustees – point of contact for allegations against CEO.

Staff, trustees and volunteers – safeguarding is everybody’s responsibility – record disclosures as per the policy and report to DSL.

Parents, young adults – be aware of the safeguarding/child protection policy and report to Harry’s Rainbow staff, or volunteer, any concerns

Types of Abuse

Harrys Rainbow expect all staff, trustees and volunteers to familiarise themselves with types of abuse via TES safeguarding training and via the NSPCC website [Child abuse and neglect | NSPCC Learning](#), these include:

Emotional	Bullying
Physical	Peer on Peer
Sexual	Sexting
Domestic	Child trafficking and modern slavery
Neglect	FGM
Online	Child sexual exploitation
Protection from grooming - Prevent	Protection from county lines

What is Intra – Familial Harm

‘These offences reflect the modern family unit and take account of situations where someone is living within the same household as a child or that the child regards as family and assuming a position of trust or authority over that child, as well as relationships defined by blood ties, adoption, fostering, marriage or living together as partners.’ DoE

- Likely to start at a younger age
- Can be hidden from other family members
- Continues over multiple years
- Child is less likely to disclose
- Child is less likely to be believed by family members
- High levels of secrecy, shame and humiliation
- Female perpetrators not always identified
- Cultural perceptions.

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What is Extra – Familial Harm

Extra-familial abuse is linked to ‘contextual safeguarding’ or ‘complex safeguarding’. These concepts refer to harm that occurs to children outside of their family system, often during the adolescent years because at this age their social networks widen. These networks can have a significant influence over an adolescent’s understanding of social norms. A large proportion of child exploitation takes place in public spaces (parks, stairwells, high streets etc.) so it is these locations that often require a professional response to safeguard young people from exploitation rather than solely focusing on the child and their family.

- More prevalent in older children
- Parent/child relationship impacted
- Child believed they are in real relationship
- Teenage Domestic abuse
- Physical aggression to parent common
- Parents often blame themselves
- Missing incidents
- Unexplained belongings
 - Threats to family from perpetrators
- Used to recruit others
- Online and face to face linked
- Professionals attitude may see child as the problem not the abuse

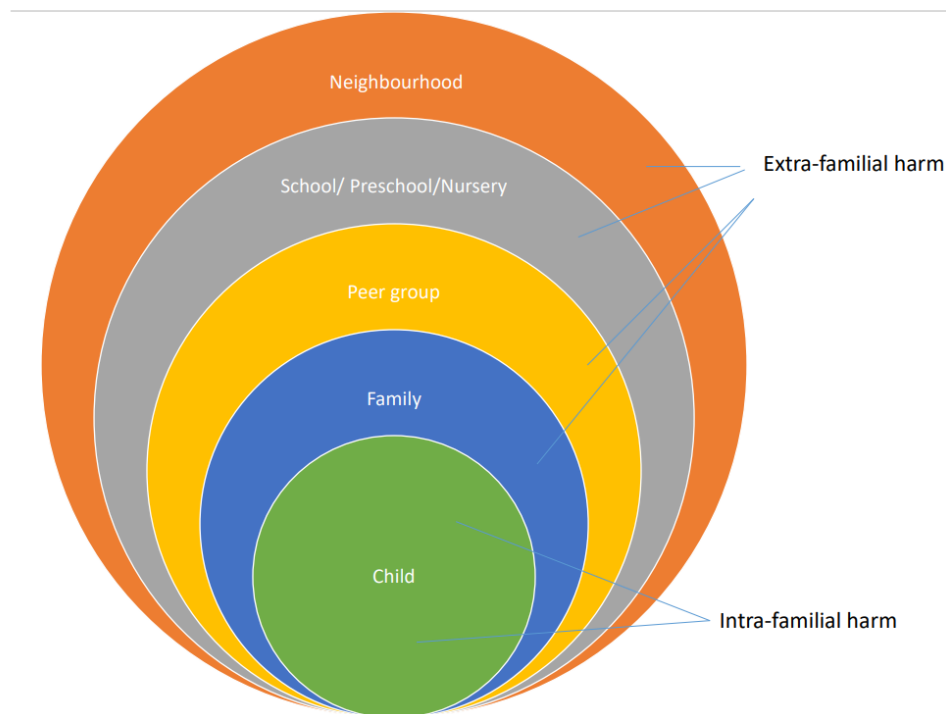
Contextual or complex safeguarding

Children may be vulnerable to abuse or exploitation from outside their families. These extra-familial threats might • arise at school and other educational establishments, • from within peer groups, • or more widely from within the wider community • and/or online.

These threats can take a variety of different forms and children can be vulnerable to multiple threats, including:

- exploitation by criminal gangs
- organised crime groups such as county lines;
- trafficking,
- online abuse;
- sexual exploitation
- influences of extremism leading to radicalisation considered

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All staff , volunteers and trustees must make themselves aware of FGM (female genital mutilations) and CSE (Child Sexual Exploitations)

FGM

Female Genital Mutilation (Cutting or Closed) Female genital mutilation (FGM) is ‘a collective term for all procedures involving the partial or total removal of external female genitalia for cultural or other nontherapeutic reasons. In the UK, where it is considered to be child abuse, FGM is illegal. It is illegal to undertake or assist FGM to take place It is also illegal to take a child abroad for FGM purposes It is illegal to allow a girl to commit FGM on herself.

NSPCC HELPLINE 0800 028 3550

Responding to allegations/disclosures

How disclosure happens

Children and young people may disclose abuse in a variety of ways, including:

- **directly**– making specific verbal statements about what’s happened to them
- **indirectly** – making ambiguous verbal statements which suggest something is wrong
- **behaviourally** – displaying behaviour that signals something is wrong (this may or may not be deliberate)
- **non-verbally** – writing letters, drawing pictures or trying to communicate in other ways.

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There are 6 rules to responding to allegations and disclosures, the poster from NSPCC helps to remember (see below).

1. Listen only
2. Don't ask leading questions – stick to facts
3. Paraphrase back 'what I heard is
4. Record the exact words, time, location, who was involved in the conversation, your name and position IMMEDIATELY after the disclosure.
5. Keep the record confidential and pass to the DSL, Beneficiary Lead, CEO or Trustees as appropriate.
6. If you feel the child may be in immediate danger, call the MASH team on **01908 253169 or 253170 for advice**

DSL/Beneficiary Lead– call MASH team for advice after receiving a record of a disclosure before proceeding with any further discussions.

A **safeguarding resource** to help you show children and young people that, whatever they want to share, you're ready to listen.
There are three simple directions to remember...

- **Show you care, help them open up**
 Give them your full attention and keep your body language open and encouraging. Be compassionate, be understanding and reassure them their feelings are important. Phrases like "you've shown such courage today" help.
- **Take your time, slow down**
 Respect pauses and don't interrupt them – let them go at their own pace. Recognise and respond to their body language. And remember that it may take several conversations for them to share what's happened to them.
- **Show you understand, reflect back**
 Make it clear you're interested in what they're telling you. Reflect back what they've said to check your understanding – and use their language to show it's their experience.



Disclosure made to:

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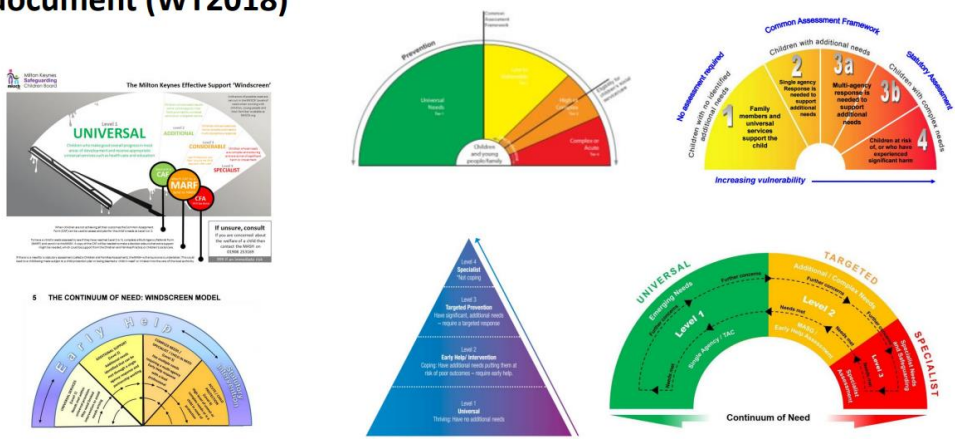
1.	Volunteer - listen – record – pass to DSL
2.	Parent – listen – record – pass to DSL
3.	Staff member – listen – record – pass to DSL
4.	DSL – listen – record – call MASH team and inform Beneficiary Lead
5.	Beneficiary Lead – listen – record – pass to MASH team and inform DSL/ keep CEO, Trustees up to date
6.	Visitor – report to staff member

DSL – date of training
Deputy DSL - Sam Williams – Nov 6 th 2024
Deputy DSL - Sarah Page – Sept 12 th 2024
Designated DSL - Marie-Claire Parsons - Sept 13 th 2023

DSL – MUST contact the education establishment and speak to the DSL to ascertain if a safeguarding file is already open. Take advice from the education establishment and refer up accordingly.

MASH – the mash team is known by different names in different counties. **DSL MUST** contact the county team in which the child/young person lives. Please google search the safeguarding hub in the county for contact details. All MASH teams have a different level of concerns windscreen:

Thresholds – All local authorities are required to have a threshold document (WT2018)



Record Keeping

Recordings of disclosures/allegations, must be on the safeguarding record template.

All safeguarding record **MUST** be kept in a designated safeguarding folder in a safe place known only by the DSL, Beneficiary Lead and CEO in a locked cabinet, record must be kept as per the record retention policy.

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Once records have been created they must be 'triaged' using the form in the appendices and recording;

- No further action
- Manage support internally
- Early help assessment (CAF)
- Refer to statutory services
- Educational establishment contacted

This policy must be read in conjunction with:

- Record and retention policy
- Whistleblowing
- Rainbow Group Policy
- Safeguarding record template
- Safer recruitment policy
- GDPR

This policy must be read in conjunction with undertaking the following training on TES:

Training	Who?
Child Protection	Volunteer/DSL/Trustees/employee
Safeguarding Adults	Volunteer/DSL/Trustees/employee
Trafficking and modern slavery	Volunteer/DSL/Trustees/employee
Safer recruitment	Trustee/employee
Prevent	Volunteer/DSL/Trustees/employee

Resources

[Worried about a child? \(nspcc.org.uk\)](https://www.nspcc.org.uk)

[Safeguarding children and child protection | NSPCC Learning](#)

[Home | mk-together \(mkttogether.co.uk\)](https://www.mk-together.co.uk)

[september 2023 all The Role of the Designated Safeguarding Lead MK .pdf](#)

NHS Safeguarding APP - [NHS Safeguarding Guide – Apps on Google Play](#)

Appendices:

Triage

Name	
No further action	
Manage support internally	

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Early help assessment complete (CAF)	
Refer to statutory services	
Educational establishment contacted	

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