

The **ASPIRE** Trust

Safeguarding (Child Protection) Policy and Procedure

Introduction

All those who come into contact with children and families in their everyday work, including people who do not have a specific role in relation to child protection, have a duty to safeguard and promote the welfare of children. The Welfare of the child is paramount but we also have a responsibility to work in partnership with parents in so far as this is consistent with the welfare of the child, Children Act 1989.

The Early Years Foundation Stage (EYFS) welfare requirements and Working Together to Safeguard Children (2010) and set out the responsibilities of providers of services to children, regardless of type, size or funding arrangements to:

- Take necessary steps to safeguard and promote the welfare of children
- Promote the good health of children, taking necessary steps to prevent the spread of infection and take appropriate action when children are ill
- Manage children's behaviour effectively and in a manner appropriate to their stage of development taking into account their individual needs
- Ensure adults looking after or having unsupervised access to children are suitable (safe) adults to do so i.e. they have appropriate qualifications, training, skills and knowledge and that the provision is organised in such a way to ensure the safety of children attending activities
- Records, policies and procedures should be in place to ensure every child received an enjoyable and challenging learning experience which is tailored to their needs

All staff, volunteers or students should have an up to date understanding of safeguarding children issues and be able to implement the safeguarding procedures set out in "Procedure for Dealing with Child Welfare/Child Protection Concerns document"

As part of our induction programme for new staff, volunteers or students there is an expectation that all staff, volunteers and students will complete the e-learning package – Basic Child Protection – provided by the Calderdale Safeguarding Children Board.

DCSF (2006) *guidance "What to do if you're Worried a Child is Being Abused"* provides additional guidance and this is available to all staff, volunteers and students to reference.

Designated Person

The ASPIRE Trust has a nominated Designated Person who is responsible for managing any child welfare or child protection concerns and for liaising with the appropriate agencies. They have attended designated training to enable them to fulfil their role and support children, parents and other members of staff.

The Designated Person is _____ Dr Yaseen_

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Responding to allegations or suspicions of abuse or neglect

It is not the responsibility of anyone within [Any] provision, either in a paid or unpaid capacity, to decide whether or not a child is being abused or neglected, however, they do have a responsibility to act on any concerns. The procedure for taking appropriate action is set out in Pages 4 and 5 of this document.

Recruitment and Selection Procedures

All staff including volunteers and student working with the children are subject to rigorous recruitment and selection procedures which ensures they are suitable to work with children.

This includes:

- Criminal Records Bureau (CRB) checks
- Employment or character references
- Full employment history
- Qualifications
- Interviews
- Identity checks

Responsibility for undertaking these checks may rest with the provision or others depending on their employment or student status.

Allegations or concerns re the conduct of Staff, Volunteers or Students

Abuse can occur within many situations, children can be subjected to abuse and neglect by those who work with them and some individuals will actively seek employment or voluntary work with children in order to harm them.

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately acting within the Calderdale Safeguarding Children Board policies and procedures can be accessed on the Board's website www.calderdale-scb.org.uk

You can also contact First Response Team at CMBC – 01422 353279

www.calderdale.gov.uk/socialcare/family/childprotection/index.html

The framework for managing cases set out in Working Together to Safeguard Children (2010) Appendix 5, applies when concerns about in all cases in which it is alleged that a person who works with children has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

There may be up to three strands in the consideration of an allegation:

- A police investigation of a possible criminal offence

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- Enquiries and assessment by Children's Social Care as to whether a child is in need of protection or in need of services and
- Consideration by an employer of disciplinary action in respect of the individual

Training

Our safeguarding commitment and ethos is underpinned and embedded through robust training of staff, volunteers and students to:

- Ensure high quality provision
- Staff implement best practice
- Respond to concerns expressed by a child or are alert to the signs and symptoms of abuse and neglect
- Ensure adults work safely and effectively with children

Staff will as a minimum:

- Complete the Calderdale Safeguarding Board e-learning course as part of their induction
- The Designated Person will attend appropriate child protection training

Signed:

Date:

Date of Review: