



TEEN GIRLS NETWORKING CIC - SAFEGUARDING POLICY 2020/21

Safeguarding and promoting the welfare of children is everyone's responsibility.

Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all professionals should make their approach child centred. This means that they should consider, at all times, what is in the best interests of the child.

1. Introduction

Staff at **Teen Girls Networking CIC (TGN CLUB)** fully recognise their responsibilities under Section 175 of the Education Act 2002 to safeguard and promote the welfare of our **young people (YP)** to minimise risks and to work together with external agencies to ensure effective arrangements are in place to identify, assess and support children who are suffering harm.

This policy was written and is to be read and understood by all staff within the TGN CLUB as a mechanism to support safeguarding along with the CLUB's main aim is to provide a safe, secure and stable base for young people helping to protect them from harm. The welfare of the child is of paramount importance to all the staff who work in our CLUB. To achieve this aim TGN CLUB will provide an environment where children feel safe to learn and develop. An environment in which they feel safe and encouraged to talk to staff and are always listened to.

At TGN CLUB we expect all our staff to:

- Ensure Safer Recruitment and vetting practices are followed, therefore checking the suitability of staff and volunteers who wish to work with our YP.
- Raise awareness of Safeguarding / Child Protection issues to staff, parents/carers and children via regular meetings and effective training sessions. Ensure there is effective communication between staff on Safeguarding matters via the after-session briefings, bi-weekly whole staff meetings, monthly safeguarding meetings and the Designated Safeguarding Team Meetings.
- Ensure that all staff receive annual safeguarding refresher training to raise awareness and defining their roles and responsibilities in reporting abuse.
- Help equip children with the skills needed to keep themselves safe.
- Develop, implement, and review policy and procedures in relation to Safeguarding.
- Train and raise awareness of all staff, defining their role and responsibilities regarding Safeguarding and Child Protection.
- To identify children who are suffering or likely to suffer significant harm and respond appropriately.
- Report cases or suspected cases of abuse to DSL, Social Care
- Work in partnership with parents/carers and other professionals to provide coordinated support and help to protect children who are subject to a protection plan.
- work in partnership with Social Care when/if undertaking assessments.
- Help children to understand what is and is not acceptable behaviour towards others and themselves.

- Provide a curriculum and ethos which aims to prevent children from being drawn into radicalisation, extreme behaviour or acts of terrorism. TGN will work with necessary authorities if/when applicable if the young person is in immediate danger, TGN DSL should immediately contact the relevant agency (police/social services).

1.1 CONTEXT

- Our safeguarding policy is aligned to that of Birmingham City Council (BCC) and is updated regularly in line with BCC guidance.
- The policy is reviewed at least annually by the Senior Staff– usually at the start of each year or when significant changes are recommended.
- All staff are made aware of the policy and any subsequent changes and must demonstrate that they can implement or contribute to appropriate procedures.
- In drawing up this policy, we have referred to the current procedures of Birmingham Safeguarding Children Partnership that replaces the Local Safeguarding Children Board launched on the 1st April 2019.

1.2 To whom the policy applies

The policy applies to a wide range of people including staff at all levels, volunteers and parents/carers, visitors, and our children themselves Other considerations in drawing up this policy have included:

- How to ensure that all staff read and demonstrate an understanding of the policy and procedures
- How visitors are made aware of the information contained within the policy and their responsibility to comply
- How a volunteer is informed about such issues as confidentiality
- How concerns about practice are raised

TGN has produced a welcome sheet for volunteers, which includes a summary of the child protection policy and the names of key people they should contact if they have any concerns.

1.3 Safeguarding is:

- 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.

1.4 Our commitment and key principles

TGN is committed to safeguarding and promoting the welfare of all its CLUB users through the following principles:

- All children have the right to be protected from harm, abuse, and neglect.
- Every child has the right to an education and needs to be safe and to feel safe in school and at the CLUB.
- Our approach is child-centred, which means, at all times, decisions are made in the best interests of the child/YP.
- Children need support which matches their individual needs, including those who may have experienced abuse.
- All children have the right to express their views, feelings and wishes and voice their own values and beliefs.
- All children must be encouraged to respect each other's values and support each other.

- All children have the right to be supported to meet their emotional and social needs and educational needs; a happy healthy sociable child will achieve better educationally.
- We must contribute to the prevention of abuse, victimisation, bullying (including homophobic, bi-phobic, transphobic, and cyber-bullying), exploitation, extreme behaviours, discriminatory views, and risk-taking behaviours.
- All staff and visitors have an important role to play in safeguarding children and protecting them from abuse.

1.5 Statutory and regulatory frameworks

TGN fulfils its local and national responsibilities as laid out in this policy has been created with due regard to all relevant legislation including, but not limited to, the following: Legislations

- Children Act 1989
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- [New for 2018] General Data Protection Regulation (GDPR)
- Data Protection Act 2018

Statutory guidance

- HM Government (2013) 'Multi-agency practise guidelines: Handling cases of Forced Marriage'
- [Updated for 2018] DfE (2018) 'Working Together to Safeguard Children'
- DfE (2015) 'The Prevent duty'

Non-statutory guidance

- DfE (2015) 'What to do if you're worried a child is being abused'
- DfE (2017) 'Child sexual exploitation'
- The Procedures of Birmingham Safeguarding Children Board

Other relevant TGN CLUB policies include:

Staff Code of Conduct

Anti – Bullying Policy

Data Protection Policy

AIMS AND OBJECTIVES

2.1 Overall aims

This policy contributes to the protection and safeguarding of our CLUB'S YP and promoting their welfare by:

- clarifying standards of behaviour for staff and YP's
- contributing to the establishment of a safe, resilient, and robust ethos in the CLUB, built on mutual respect and shared values
- introducing appropriate work most of which are asked for by the YP.
- encouraging YP's and parents/carers to participate
- alerting staff to the signs and indicators that all might not be well

- developing staff awareness of the causes of abuse
- developing staff awareness of the risks and vulnerabilities that the YP may face
- addressing concerns at the earliest possible stage
- reducing the potential risks that children/YP face of being exposed to violence, extremism, exploitation or victimisation.

This policy contributes to supporting our YP by:

- identifying and protecting the vulnerable
- identifying individual needs as early as possible
- designing plans to address those needs.

This policy contributes to the protection of our YP by:

- including appropriate work within the workshops
- implementing child protection policies and procedures
- working in partnership with YP, parents and other agencies as necessary

DESIGNATED SAFEGUARDING LEAD (DSL) **Sandra Joseph** TGN Club Director of Operations and Founder.