



Introduction

Eat That Frog Group believes that all children and young people who access our services have a right to a life free from fear, to be treated with dignity and respect, to have their choice respected and not to be forced to do anything against their will.

Aim

To provide a policy that offers the necessary information and guidance for any individual to be able to recognise and report cases of abuse in order to safeguard any “At Risk” child who may be victim to it.

Effective protection of children is achieved through a multi- disciplinary approach with consultation and the sharing of information. Each local authority area has agreed Child Protection Procedures. This policy and procedural guidance should be used in conjunction with those locally agreed policies and procedures. A hard copy of the local child protection procedures will be available and accessible in ALL Eat That Frog group premises and services.

Policy statement

Eat That Frog recognises the importance of its services to families, their children and young people and its particular responsibilities to safeguard and promote the welfare of those who are vulnerable or at risk at any given time, not merely by label.

This requires us to:

- ✔ *1 Listen to, value, encourage and support those we work with*
- ✔ *2 Provide clear internal procedures for identifying and dealing with concerns about possible abuse, and ensure their implementation*
- ✔ *3 Provide effective management for staff and volunteers through supervision, support and training*
- ✔ *4 Adopt and promote a code of conduct for staff*
- ✔ *5 Include continuous risk assessment within our work with children and young people*
- ✔ *6 Recruit safely, ensuring all necessary checks are made*
- ✔ *7 Develop and maintain effective information sharing with statutory services and other agencies, involving service users and their families as appropriate*
- ✔ *8 Work collaboratively with the local Child Protection Board*
- ✔ *9 Form a Safeguarding Team that is responsible for implementing support for staff, volunteers, learners and customers and keeping updated with legislation and local network information.*



Scope

This policy applies to all employees, volunteers, learners, customers, partner organisations and sub-contractors, engaged to provide services for ETF Group and anyone who has any concerns regarding the safeguarding of any child or young person.

Objectives

Any allegation or concern about abuse must be responded to.

All work undertaken by Eat That Frog Group will be subject to continuous risk assessment and comply with Eat That Frog's risk assessment procedures.

Any concern that a child is at risk of abuse must be discussed with the Designated Safeguarding Lead or Deputy without delay and further action taken as necessary.

Eat That Frog staff and volunteers must follow their local Child Protection procedures which take precedence over Eat That Frog's Child Protection Policy if there are any significant differences.

Every effort will be made to ensure that staff and volunteers recruited to work for Eat That Frog are suitable to do so. All references will be robustly scrutinised and other checks sought at the appropriate level. Please refer to Eat That Frog's Safer Recruitment policy.

Eat That Frog is committed to training all staff and volunteers in this policy, procedure and code of behaviour, as part of the induction process. It requires all those working with children and young people to address safeguarding within the Induction Programme, and to undertake Child Protection training within their probationary period. In addition, they will be required to undertake either refresher training or more advanced training every year.

The following definitions are covered by this policy:

Physical abuse, including hitting, slapping, pushing, kicking, misuse of medication or inappropriate sanctions or restraint.

Sexual abuse, including rape and sexual assault or sexual acts without consent, where consent could not be given, or where pressure has been applied to consent.

Psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation or blaming.

Material abuse, including theft, or the misuse or misappropriation of property, possessions or benefits.

Neglect and acts of omission, including ignoring medical or physical care needs, failure to provide access to appropriate health, social care, or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Any or all of these types of abuse may be perpetrated as the result of deliberate intent, negligence or ignorance.

Incidents of abuse may be multiple, either to one person in a continuing relationship or service context, or to more than one person at a time. This makes it important to look beyond the single



incident or breach of standards to underlying dynamics and patterns of harm. Some instances of abuse will constitute a criminal offence. In this respect, children are entitled to the protection of the law in the same way as any other member of the public. When complaints about alleged abuse suggest that a criminal offence may have been committed, it is imperative that reference should be made to the Police as a matter of urgency. Criminal investigation by the Police takes priority over all other lines of enquiry.

Procedure

ETF Group will follow, " Keeping Children Safe in Education" the statutory guidance that schools and colleges in England must have regard to it when carrying out their duties to safeguard and promote the welfare of children.

ETF Group Safeguarding Management team will ensure that:

- All staff are requested to read Part 1 of the above guidance and will undertake a knowledge check as part of staff training. Ongoing training and awareness throughout the year.

Ongoing Pastoral sessions will provided to learners, parents, carers and customers.

If there is a suspicion that abuse is taking place an individual **MUST** decide if there is an immediate risk and if so dial 999 for the Police or Ambulance as appropriate.

If it is decided that the individual is not in any immediate danger then the incident **MUST** be reported to the Designated Safeguarding Lead or deputy.

IF SOMEONE DISCLOSES ABUSE OR NEGLECT OR YOU ARE CONCERNED ABOUT A PERSON

Recognise – Listen Carefully – don't ask leading questions

Respond – Ensure you and the person are safe

Record - Use the Safeguarding Concern Form found on SharePoint Safeguarding Sites or print version in Centres

Report – Tell your Designated Safeguarding Team

This policy will be reviewed annually by Gail Rochelle, Quality and Safeguarding Designated Lead.

Legal and procedural framework

- ✔ 1998 White Paper Modernising Social Services
- ✔ 1998 Human Rights Act
- ✔ 2000 National Care Standards Commission
- ✔ 2000 In safe hands
- ✔ 2003 Sexual Offences Act
- ✔ 2006 Safeguarding Vulnerable Group Act
- ✔ 2004 Domestic Violence Crime and Victims Act
- ✔ 2005 Mental Capacity Act
- ✔ 2007 Mental Health Act
- ✔ 2008 Information Sharing: Guidance for practitioners and managers
- ✔ 2010 Equality Act



- ✔ *2014 Care Act*
- ✔ *“Every Child Matters” Green Paper*
- ✔ *Child sexual exploitation - Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation (February 2017)*
- ✔ *Working together to safeguard children (Feb 2019) A guide to inter-agency working to safeguard and promote the welfare of children*
- ✔ *Updated guidance-Keeping Children Safe in Education (Sep 2019)*
- ✔ *Multi Agency Statutory Guidance on Female Genital Mutilation (Oct 2018)*
- ✔ *Teaching Online Safety in Schools (Jun 2019)*
- ✔ *Disclosure and Barring Service (DBS) Procedure*