



SAFEGUARDING CHILDREN AND ADULTS AT RISK POLICY

Fair Futures

The directors with ultimate responsibility for safeguarding are:
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1. INTRODUCTION

Through this policy Fair Futures aims to create and maintain safe learning environments where all children and adults at risk feel safe, secure and valued and know they will be listened to and taken seriously.

We believe that all children and vulnerable adults have a right to protection and freedom from abuse or exploitation, regardless of age, disability, gender, ethnic background or cultural heritage, religious belief or no religious belief, sexual orientation, social or economic status or otherwise.

We will work with schools, partner organisations and agencies to implement our policy and to support the implementation of their own safeguarding policies. This policy has been developed to ensure that all adults in our organisation are working together to

safeguard and protect children and adults at risk, to identify and address any safeguarding concerns and to ensure consistent good practice.

Fair Futures follows the safeguarding policies and procedures of Bury Integrated Safeguarding Partnership and Greater Manchester Safeguarding Partnership. Fair Futures is committed to the principles outlined in 'Working Together to Safeguard Children 2018' and implements policies, practices and procedures which promote safeguarding and the emotional and physical well-being of children, young people, vulnerable adults and staff.

1.1 Our policy takes account of non-statutory guidance issued by the DfE and other relevant organisations

1.2 Our policy ensures that we work in partnership with other organisations, where appropriate, to identify any concerns about child and vulnerable adult welfare and take action to address them and that we comply with local and national policies, procedures and arrangements

1.3 Our policy complements and supports individual school policies and those of other organisations as appropriate.

2. ROLES & RESPONSIBILITIES

LEADERSHIP & MANAGEMENT

2.1 The directors and the DSL will ensure that:

- The policies and procedures adopted by Bury Integrated Safeguarding Partnership and Greater Manchester Safeguarding Partnership to safeguard and promote the welfare of children and vulnerable adults are fully implemented and followed by all staff, including volunteers, and that updates in response to local practice or national changes in legislation are understood and implemented.
- We evaluate our safeguarding policies & procedures at least on an annual basis to ensure they are fit for purpose for the range of activity we undertake.
- A director is appointed as the Designated Safeguarding Lead (DSL). The DSL has lead responsibility for Child Protection and Safeguarding and receives appropriate on-going training (from appropriate organisations including NCVO, Manchester Community Central, Bury Safeguarding Partnership, Manchester Safeguarding Partnership) and support, as well as sufficient time and resources to enable her to discharge her responsibilities.
- The Safeguarding policies and procedures are available on the Bury Safeguarding Partnership (BISP) and Manchester Safeguarding Partnership websites, accessible by all staff and volunteers, and form part of staff induction and ongoing training.
- Fair Futures refers to Bury Integrated Safeguarding Partnership to ensure multi-agency safeguarding procedures and arrangements are in place and are implemented effectively.
- We create a culture whereby all staff and volunteers feel confident and have knowledge of how to raise a concern about poor or unsafe practice in regard to the

safeguarding and welfare of the children and vulnerable adults and such concerns are addressed sensitively and effectively.

- All Fair Futures staff and volunteers working with children, families and/or vulnerable adults and any staff commissioned who are carrying out regulated activities from external agencies/organisations have been DBS checked. Safer recruitment practices are part of our standard practice and regular safeguarding training is undertaken at a level appropriate to each role.

We will share safeguarding policies with partner organisations and review their safeguarding policies to ensure a shared, effective and consistent approach to any joint projects.

2.2 The directors of Fair Futures will ensure that:

- All policies, procedures and training at Fair Futures are effective and comply with the law at all times.
- the DSL has up to date information about safeguarding from Bury Integrated Safeguarding Partnership.
- Our safeguarding policy is reviewed at least annually.
- Fair Futures operates safer recruitment and selection practices, including appropriate use of references and checks on new staff and volunteers.
- We have a policy and procedures in place for dealing with allegations of abuse against members of staff and volunteers.
- All staff and volunteers who have regular contact with children receive appropriate training and information about the safeguarding processes, including how to recognise the signs and symptoms of abuse (emotional and physical), indicators of vulnerability to radicalisation, how to manage a disclosure from a child as well as when and how to record a concern about the welfare of a child.
- There is appropriate challenge and QA of the safeguarding policies and procedures.
- Appropriate challenge will be supported and whistleblowers protected (see reference to guidance in section 4).

2.3 Fair Futures has a **Designated Safeguarding Lead (DSL)**: the DSL has responsibility for safeguarding for all Fair Futures work.

Overall responsibility lies with the directors for championing the importance of safeguarding and promoting the welfare of children and young people. The DSL takes lead responsibility for Early Help, safeguarding and child and adults at risk protection, although other activities are delegated when necessary.

The DSL will:

- Act as the first point of contact with regards to all safeguarding matters.

- Attend specialist DSL training every two years.
- Keep up to date with changes in local policy and procedures, be aware of any guidance issued by Bury Integrated Safeguarding Partnership, Greater Manchester Safeguarding Partnership and the DfE concerning safeguarding and will update procedures/policies as necessary.
- Provide support for staff and signpost training.
- Ensure that all referrals made to Children's Services are effective and in line with BISP procedures.
- Ensure that all staff and volunteers with specific responsibility for safeguarding children, receive the appropriate supervision to undertake this role.
- Ensure that all staff and volunteers understand and are aware of our reporting and recording procedures and are clear about what to do if they have a concern about a child.

2.4 All staff and volunteers at Fair Futures have responsibility for safeguarding, according to their roles and under the guidance of the DSL.

All staff and volunteers will:

- Follow our policies and procedures.
- Attend training sessions/briefings as required (see Single Agency Safeguarding Training Requirements).
- Attend training sessions/briefings as required to ensure that they follow relevant policies/procedures.
- Provide a safe environment for the children and adults at risk.
- Be approachable to children and adults and respond appropriately to any disclosures.
- Never promise a child or adult at risk that they will not tell anyone about an allegation, as this may not ultimately be in the best interest of the child or adult at risk.
- Know what to do if they have a concern and follow our agreed procedures for recording concerns, sharing information and making referrals.
- Attend multi-agency meetings as required, if appropriate to their role
- Report any cases of known or suspected Female Genital Mutilation to the DSL.

2. TRAINING AND AWARENESS RAISING

3.1 All new staff and volunteers will receive appropriate safeguarding information during induction.

3.2 All staff and volunteers must ensure that they have read and understood the safeguarding and protection policies and procedures and indicate to the DSL that they have done so and highlight any training needs.

3.3 All staff and volunteers will receive child protection training/refresher at least every 2 years and where there are key changes to policy or procedure.

3.4 All staff and volunteers will receive regular safeguarding and child protection updates in relation to local and national changes, but at least annually, providing them with relevant skills and knowledge to safeguard children effectively.

4. SAFEGUARDING/PROTECTION POLICY & PROCEDURES

Fair Futures follows the safeguarding and child protection policies and procedures of Bury Safeguarding Partnership and, where appropriate, those of the Greater Manchester Safeguarding Partnership (GMSP).

The GMSP documents are at:

<https://www.manchestersafeguardingpartnership.co.uk/resource-hub/> and include guidance and procedures on:

Whistleblowing

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>
<https://www.gov.uk/whistleblowing>

In addition to the GMSP procedures, the Bury Integrated Safeguarding Partnership policies and guidance are followed, including:

What to do if you are worried a child is being abused
Bury Integrated Safeguarding Partnership Thresholds Guidance 2019
Bury Council Children Missing Education Protocol
Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers
Bury CSE Strategy
Bury Integrated Safeguarding Partnership Safeguarding Arrangements for Adults and Children
Single Agency Safeguarding Training Requirements
All available at: <https://burysafeguardingpartnership.bury.gov.uk/>
Bury Safeguarding Adults Inter-Agency Policy & Procedures
<https://burysafeguardingpartnership.bury.gov.uk/CHttpHandler.ashx?id=21653&p=0>
Working Together to Safeguard Children [Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

For the organisation of and participation in offsite visits, the following guidance will be used:

Outdoor Education Advisors' Panel (OEAP) Guidance on off-site visits and activities
<https://oeapng.info/>

Educational and offsite activity policies of the schools involved (where appropriate)

In addition, staff will have access to and refer to the following legislation, statutory documents, guidance & Ofsted Framework:

Bury Integrated Safeguarding Partnership documents

<https://burysafeguardingpartnership.bury.gov.uk/>

- Working Together to Safeguard Children
<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
 - Prevent Duty, Section 26 Counter Terrorism & Security Act 2015
 - FGM Duty, Multi-agency Statutory Guidance on FGM April 2016, Section 74 Serious Crime Act 2015
 - Listening to & involving children & young people, Statutory guidance, January 2014
- Health & Safety Legislation

Fair Futures

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