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Description automatically generated

**Safe guarding Policy**

The purpose and scope of this policy statement

The purpose of this policy statement is:

to protect children and families who receive support following bereavement, loss or separation in a face to face or online setting. The purpose of the service is to provide emotional support delivered by qualified counsellors and Psychotherapists to its service users in a professional way whilst keeping young people safe from harm. In addition to provide staff and volunteers, as well as the children and their families with the overarching principles that guide our approach to child protection and safeguarding.

This policy applies to anyone working on behalf of Anthony Davies childhood bereavement ltd including directors, paid staff, volunteers, sessional workers, agency staff and students.

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nspcc.org.uk/learning learning@nspcc.org.uk 0116 234 7246 @NSPCCLearning

NSPCC 2019. Registered charity England and Wales 216401. Scotland SC037717

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including:

Role description for the designated safeguarding officer

Dealing with disclosures and concerns about a child or young person

Managing allegations against staff and volunteers

Recording concerns and information sharing

Child protection records retention and storage

Code of conduct for staff and volunteers

Behaviour codes for children and young people

Photography and sharing images guidance

Safer recruitment

Online safety

Anti-bullying

Managing complaints

Whistleblowing

Health and safety

Induction, training, supervision and support

Adult to child supervision ratios

We believe that:

children and young people should never experience abuse of any kind

We have a responsibility to promote the welfare of all children and young people, to keep them

safe and to practise in a way that protects them.

We recognise that:

The welfare of children is paramount in all the work we do and in all the decisions we take.

All children and families, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse

Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

We will seek to keep children and young people safe by:

Valuing, listening to and respecting them.

Appointing a nominated child protection lead for children and young people, a deputy and a lead director for safeguarding.

Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.

Developing and implementing an effective online safety policy and related procedures.

Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.

Recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner’s Office: ico.org.uk/for-organisations]

Sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions making sure that children, young people and their families know where to go for help if they have a concern using our safeguarding and child protection procedures

To share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers

Appropriately using our procedures to manage any allegations against staff and volunteers

Appropriately creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise

Ensuring that we have effective complaints and whistleblowing measures in place

Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

Building a safeguarding culture where staff and volunteers, children, and their families, treat each other with respect and are comfortable about sharing concerns. In partnership with

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Contact details

Nominated child protection lead

Name: Lisa Davies

Phone/email: Lisa.Davies@Anthonydaviesbereavement.co.uk

Deputy child protection lead(s)

Name(s): Keeley Tunstall

Phone/email: support@Anthonydaviesbereavement.co.uk

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practice annually.

Online Safety Policy

The purpose and scope of this policy statement

Anthony Davies childhood bereavement ltd provides emotional support for families of young children and children who have suffered a bereavement, loss or separation both in a face to face setting and working online and via the telephone.

The purpose of this policy statement is:

To protect children and families who receive Anthony Davies childhood bereavement services from harm when receiving support online or by telephone. This includes the other children of families who use our services

To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Anthony Davies childhood bereavement ltd on line or telephone-including directors, paid staff, volunteers, sessional workers, agency staff and students.

**Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including:

Role description for the designated safeguarding officer

Dealing with disclosures and concerns about a child or young person

Managing allegations against staff and volunteers

Recording concerns and information sharing

Child protection records retention and storage

Code of conduct for staff and volunteers

Behaviour codes for children and young people

Photography and sharing images guidance

Safer recruitment

Online safety

Anti-bullying

Managing complaints

Whistleblowing

Health and safety

Induction, training, supervision and support

Adult to child supervision ratios

We believe that:

children and young people should never experience abuse of any kind

we have a responsibility to promote the welfare of all children and young people, to keep them

safe and to practise in a way that protects them.

We recognise that:

the welfare of children is paramount in all the work we do and in all the decisions we take

all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or

sexual orientation have an equal right to protection from all types of harm or abuse

some children are additionally vulnerable because of the impact of previous experiences, their

level of dependency, communication needs or other issues

working in partnership with children, young people, their parents, carers and other agencies we will seek to keep children and young people safe by:

Valuing, listening to and respecting them.

Appointing a nominated child protection lead for children and young people and a deputy

Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers

Developing and implementing an effective online safety policy and related procedures

Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.

Recording, storing and using information professionally and securely, in line with data protection legislation and guidance. This includes ensuring online work is secure and in line with data protection legislation. Online work is undertaken in a confidential environment with parental consent.

Sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions

Making sure that children, young people and their families know where to go for help if they have a concern

Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.

Using our procedures to manage any allegations against staff and volunteers appropriately

Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.

Ensuring that we have effective complaints and whistleblowing measures in place.

Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

This policy statement came into force on 02/10/2024

We are committed to reviewing our policy and good practice annually.