



SAFEGUARDING CHILDREN POLICY

for

In Focus Education & Development CIC

1. Introduction

1.1. In Focus Education & Development CIC is a not-for-profit organisation run by: Kristianne Drake (Director)

1.2. In Focus Education & Development CIC is based at:
Suite 9.2a, FreedomWorks – Fairways House, Mount Pleasant Road, Southampton,
SO140QB

1.3. In Focus Education & Development CIC is managed by a management team (the Team). Our nominated safeguarding lead is Kristianne Drake they are part of our management team and they take the lead on safeguarding and child protection.

1.4. The Team has adopted this safeguarding children policy and expects every adult working or helping at In Focus Education & Development CIC be familiar with it and comply with it. Consequently, this policy shall apply to all staff, managers, trustees, directors, volunteers, students, or anyone working on behalf of In Focus Education & Development CIC.

2. Purpose and scope of the Policy

2.1. This policy is intended to set out our commitment to protect children and young people who receive any service from us, including those who are the children of adults who may also receive services from us.

2.2. As an organisation we believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people and this policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

3. Legislative Context

The Children Act 1989 provides the legislative framework for child protection in England and Working Together to Safeguard Children (2018) is the key statutory guidance for anyone working with children. We will ensure that we are clear as an organisation and as individuals within it, about our role to keep children safe, to share information and identify concerns in accordance with the Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) safeguarding children procedures manual. Further detail of the legal framework surrounding this policy is provided in section 7 below.



4. **Supporting Documents**

This policy statement should be read alongside our organisational procedures and guidance and other related documents

5. **Our beliefs about the importance of child protection**

- the welfare of the child is paramount
- all children regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.
- some children are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency.
- working with children, young people, their parents and/or guardians, carers or other agencies is essential to protecting their wellbeing.

6. **We will keep children and young people safe by**

- Valuing, listening to and respecting them
- Identifying a nominated safeguarding lead as named above in section 1.3
- Developing safe and effective safeguarding practices in accordance with the legislative framework identified in section 3
- Ensuring that staff and volunteers know how to recognise and respond to concerns about a child and young person
- Making sure we recruit the right people to work with children and young people following safer recruitment guidelines and ensuring all necessary checks are made
- Providing guidance about Safeguarding children at events / activities
- Providing clear information about disclosure and barring and how we respond to allegations against staff or volunteers
- Being clear about the health and safety aspects and risk assessments for events
- Providing clear policy and practice guidance in terms of how we create and maintain an anti-bullying environment and our policy regarding this
- Providing clear policy and practice guidance about record keeping and permission for photographing of children and young people involved in events and activities
- Being clear about our approach to managing behaviour, discipline and acceptable restraint
- 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

7. **Legal Framework**

This policy has been drawn up in accordance with the following:



- Children Act 1989
- United Convention of the Rights of the Child 1991
- The Data Protection Act 2018
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice - Guidance on the special educational needs and disability (SEND) system for children and young people aged 0 to 25, from 1 September 2014
- Information sharing: advice for practitioners providing safeguarding services – with thanks to the advice provided by the NSPCC in Safeguarding and child protection standards for the voluntary and community sector (2019)
- Working together to safeguard children (2018)

7.2 Future learning & development

Undertake the NSPCC self-assessment tool

<https://learning.nspcc.org.uk/safeguarding-self-assessment-tool>

Review our induction and ongoing training plan to ensure it contains suitable provision to ensure essential awareness including level one and level two single agency training.

Review our more detailed guidance to ensure it adequately covers;

- [responding to allegations of abuse made against a child](#)
- [recruiting the right people to work and volunteer with children - https://hipsprocedures.org.uk/skyt/safeguarding-partnerships-and-organisational-responsibilities/guide-to-safe-recruitment-of-staff-and-volunteers](#)
- [preventing and responding to bullying](#)
- [responding to concerns about online abuse](#)
- [ensuring photographs and images of children are taken, stored and shared appropriately](#)
- [whistleblowing - https://hipsprocedures.org.uk/skyts/safeguarding-partnerships-and-organisational-responsibilities/whistleblowing](#)



NOTE: This Policy was approved on 21/03/2023 and is due for review annually:

Contact details

Nominated child protection lead

Name: Kristianne Drake

Phone/email: 07432732452 / kristianne@infocusedu.co.uk

Deputy child protection lead

Name(s): Faye Phillips

Phone/email: faye@infocusedu.co.uk

Steering Group lead for safeguarding and child protection

Name: Ali Bell

Phone/email: yarleeb23@gmail.com

NSPCC Helpline 0808 800 5000

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

This policy was last reviewed on:

Date: 21/03/2023

Signed:

A handwritten signature in black ink, appearing to be 'AB', is written over a horizontal line.

With thanks to

<https://learning.nspcc.org.uk/research-resources/2019/safeguarding-child-protection-standards>