

## **Child Protection and Safeguarding Policy & Procedure**

CAM Educational Services believes that no child should experience harm or abuse of any kind. We recognise our responsibility to promote the welfare of all children, keep them safe and practise in a way that protects them.

The purpose of this policy is to:

- Protect children who receive support from CAM Educational Services.
- Provide staff and volunteers with the overarching principles that guide our approach to child protection.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England law and guidance that seeks to protect children. A summary of the key legislation and guidance is available from [www.nspcc.org.uk/childprotection](http://www.nspcc.org.uk/childprotection)

### **Safeguarding definitions**

A 'child' is defined for the purpose of safeguarding as anyone who has not yet reached their 18th birthday. This includes the provisions in safeguarding legislation that refers to a young person.

What is child abuse?

Child abuse happens when a person harms a child. It can be physical, sexual or emotional, but can also involve neglect.

Children may be abused by: family members, friends, people working or volunteering in organisational or community settings, people they know or strangers.

General signs of abuse

- Children experiencing abuse often experience more than one type of abuse over a period of time.
- Children who experience abuse may be afraid to tell anybody about the abuse. They may struggle with feelings of guilt, shame or confusion – particularly if the abuser is a parent, caregiver or other close family member or friend.

## Types of abuse

- Physical Abuse
- Neglect
- Emotional Abuse
- Domestic Abuse
- Sexual Abuse
- Child Sexual Exploitation
- Harmful Sexual Behaviour
- Child Trafficking
- Female Genital Mutilation
- Bullying and cyber bullying

Safeguarding is the promotion of activities to support the welfare of children and vulnerable adults. The primary concept in safeguarding is recognising, preventing and minimising the potential for significant harm of children and vulnerable adults. Significant harm is any single or multiple maltreatment or impairment to the health and development of a child or vulnerable adult and is determined by careful assessment. Abuse or mistreatment is a single or repeated act which violates an individual's human and or civil rights. It can occur in any relationship and may result in significant harm or exploitation. Child protection is part of safeguarding and used for responding to concerns where it appears that a child may have been harmed.

CAM Educational Services will seek to keep children safe by:

- Establishing a safe environment where our service users can learn and develop;
- Creating a Code of Conduct for contractors and volunteers;
- Providing effective management for consultants through supervision, support and training;
- Committing to principles of safer recruitment for selection, recruitment and vetting of all staff;
- Sharing information about child protection and good practice with children, parents, and staff;
- Sharing concerns involving parents and children with agencies who need to know appropriately;
- Taking all concerns and allegations seriously, responding appropriately and accepting that this may require a referral to children's services;
- Ensuring that the policy and procedure complies with current legislation, statutory duties and reflects guidance and good practice in safeguarding children, whilst keeping arrangements proportionate and based upon common sense;
- Reviewing the policy and its procedure annually.

CAM Educational Services Safeguarding Officer: Claire Alwyn Murphy

The role of the Safeguarding Office is to:

- Be conversant with the latest legislation and best practice pertaining to safeguarding children and vulnerable adults;
- Have a working knowledge of which appropriate legislative body to contact in the event of a concern (e.g. Police, LADO, Social Services etc);
- Making prompt contact with the appropriate body where there are concerns that a child/ vulnerable adult may be in need of help or is at risk of suspected abuse;
- Ensure that any confidential data is stored safely and securely, in line with GDPR;
- Review the Safeguarding Policy annual to the procedures are working and that it complies with current best practice.

Safeguarding training

Training in safeguarding is undertaken annually

Safer recruitment

All staff undergo a DBS enhanced disclosure check and positions are subject to the receipt of an acceptable disclosure.

Allegations against CAM Educational Services

The guidance below relates to alleged concerns against CAM Educational Services:

- Behaved in a way that has harmed, or may have harmed, a child;
- Possibly committed a criminal offence against, or related to, a child;
- Behaved in a way that indicates that they are unsuitable to work with children.

In England, any allegation against those working with children must be reported to the relevant Local Authority Designated Officer (LADO).

The Hampshire LADO can be contacted via:

<https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/allegations>

For immediate advice contact the NSPCC 24 hour helpline on 0808 800 5000.

Policy Adopted March 2024

Policy to be Reviewed September 2026