



Safeguarding and Child Protection Policy

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Policy Statement

LB Integrity abides by the duty of care to safeguard and promote the welfare of children and young people. We are committed to safeguarding that reflects statutory responsibilities, government guidance and complies with best practice requirements.

This policy applies to anyone working on behalf of LB Integrity. They should show a commitment to and understanding of others' rights, safety and welfare.

Purpose

The purpose of this policy is to:

- promote the wellbeing of, and protection from harm, abuse or mistreatment of children and young people.
- provide all stakeholders with the overarching principles guiding our approach to safeguarding.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning. It includes Keeping Children Safe in Education and its updates (DfE 2024), Working Together to Safeguard Children (DfE, 2023) and the Education Act 2002.

Safeguarding children is defined in Working Together to Safeguard Children 2023 as:

- protecting children from maltreatment.

- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

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

- valuing, listening to and respecting them.
- appointing a designated safeguarding lead.
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for all working for, or on behalf of, LB Integrity.
- providing effective management so that all staff and associates follow our policies, procedures and conduct codes confidently and competently.
- recruiting and selecting staff and associates safely, ensuring all necessary checks are made.
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance.
- using our procedures to manage any allegations against staff and associates appropriately.
- ensuring that we have effective complaints and whistleblowing measures in place.

We recognise that the welfare of children is paramount and that:

- 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.

Definitions

- 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.
- 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.

Child abuse

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

Children may be abused by:

- family members
- friends
- people working or volunteering in organisational or community settings
- people they know
- strangers
- anyone

Types of abuse

These are defined as physical abuse, neglect, emotional and sexual abuse. Other safeguarding concerns include domestic abuse, Child Criminal Exploitation (CCE), Child-on-child Abuse, Female Genital Mutilation (FGM), Forced Marriage, Child Trafficking, Serious Violence and Mental Health.

It is also important to recognise extremist ideology, radicalisation and terrorism and the Prevent Duty as part of the Safeguarding agenda.

Further detail and definitions are set out in Appendix A.

Safer recruitment

We will recruit all personnel safely, whether they are directly employed staff or commissioned associates. We undertake all necessary checks and manage risks to ensure that everyone is suitable for their role and safe to fulfil their responsibilities.

Staff

When employing staff who will be in contact with children we will:

- ensure that they hold an enhanced DBS certificate and that they are signed up to the update service.
- check their identity in accordance with government guidelines. We will keep copies of relevant documents on file. These include documents used as proof of identity such as passports or driving licences; a summary of the DBS certificate; documents that prove the right to work in the UK.
- ensure that individuals have received safeguarding and child protection training as part of their induction and are up to date with statutory safeguarding guidance. Staff need to complete safeguarding training at least every three years.
- require a signed declaration that the above training has been undertaken and appropriate legislation read and understood, including 'Part one' of the most recent KCSIE document (DfE September 2024) and the Prevent Duty Guidance for England and Wales (2023).

Associates

Associates must:

- have an existing enhanced DBS check (child workforce) not more than 3 years old to be reviewed by us and checked on the Update service, with the date of issue recorded
- have accessed up to date Level 1 Safeguarding training within the last three years.

We advise all staff and associates working with children to disclose any reason that may affect their suitability to undertake this work (including convictions, cautions, court orders, reprimands, and warnings).

All staff and associates are made aware of their responsibilities and duties concerning safeguarding. These are clearly set out in their job descriptions and service level agreements. These ensure that the law and statutory guidance concerning child protection and safeguarding is complied with and the policies of any school, setting or Local Authority in which they are

working are respected.

We will ensure that:

- a Single Central Record is maintained.
- data relating to safeguarding and safer recruitment is properly managed and securely stored (in accordance with GDPR regulations and guidelines)

Conduct and Procedure

When on assignment, or engaged in any other activity associated with LB Integrity, all staff and associates must comply with our Safeguarding Code of Conduct (see Appendix B). They must also follow the safeguarding procedures of the educational setting that they are visiting.

They are responsible for raising any safeguarding concerns in line with the safeguarding procedures of that establishment. Should they feel that an issue is of concern they should raise it immediately with the onsite DSL. It is not the LB Integrity staff member's or associate's role to directly investigate allegations of harm or risk of harm.

Should this situation arise the staff member or associate should also inform LB Integrity's DSL who will:

- liaise with the onsite DSL.
- provide advice, reassurance and support, as appropriate, to the staff member or associate concerned.
- record a clear summary of concerns. They will include details of how the concerns were followed up, notes of any actions taken, decisions reached and outcomes. .

Designated Safeguarding Lead (DSL)

The DSL has the overall responsibility for the day-to-day oversight of safeguarding measures at LB Integrity.

The DSL and Deputy DSL:

- will be available for all staff and associates to discuss any safeguarding concerns and to provide feedback and reassurance where necessary.

- liaise with other professionals and agencies in line with relevant statutory guidance.
- maintain a confidential 'safeguarding log.'
- coordinate safeguarding action for individuals at risk of harm.
- represent the company, or ensure that it is appropriately represented, if invited to attend multi-agency safeguarding meetings.
- ensure all staff and associates have undertaken appropriate safeguarding training and relevant updates in line with the most relevant recent statutory guidance.
- ensure that policies are reviewed at least annually or when required.

DSL Contact details

LB Integrity telephone number: 01732 521988.

The DSL is Adam Lowing, Managing Director (alowing@lbintegrity.co.uk).

The Deputy DSL is Sue Byron, Director (sbyron@lbintegrity.co.uk).

Allegations against LB Integrity staff or associates

Allegations of abuse against LB Integrity staff or associates should be referred immediately to the DSL. Allegations against the DSL should be made to the Deputy DSL. LB Integrity will conduct an investigation into the allegations and will use national guidelines and frameworks for safeguarding investigations throughout this process. Allegations will be referred to the relevant Local Authority Designated Officer (LADO) where necessary and the subject of the allegation will have their working arrangements reviewed.

Suspension will be considered if:

- it is considered that continuation may place a child at significant risk.
- the allegations will require a police investigation.
- there are potential grounds for dismissal due to the seriousness of the allegation.

Related policies and procedures

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

Appendix A Types and Definitions of Abuse

Physical Abuse – A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Neglect – The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy e.g. as a result of substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment).
- protect a child from physical and emotional harm or danger.
- ensure adequate supervision (including the use of inadequate care-givers).
- ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Emotional Abuse – The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve:

- conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.
 - not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
 - interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction.
 - age or developmentally seeing or hearing the ill-treatment of another, such as domestic abuse or serious bullying.
 - serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.
- Some level of emotional abuse is involved in all types of maltreatment of a

child, though it may occur alone.

Sexual Abuse – Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve:

- physical contact, including assault by penetration (for example, rape or oral sex) or non- penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.
- non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.

Sexual abuse can take place online, and technology can be used to facilitate offline ab inappropriate expectations being imposed on children.

Other safeguarding concerns:

Domestic Abuse – Domestic Abuse is generally treated as falling under emotional abuse. The cross- government definition (2014) of domestic violence and abuse is as follows: *Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial and emotional.*

Child Criminal Exploitation (CCE) – Where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology. An example of CCE is County Lines – county lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more areas within the UK, using dedicated mobile phone lines or other form of ‘deal line’. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence

(including sexual violence) and weapons.

Child Sexual Exploitation (CSE) – Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Child-on-child Abuse – child-on-child abuse is most likely to include, but may not be limited to:

- Bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- Abuse in intimate personal relationships between children; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse).
- Sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence).
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.
- Consensual and non-consensual sharing of nudes and semi nudes images and or videos (also known as sexting or youth produced sexual imagery).
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Female Genital Mutilation (FGM) – Concerns that a child has been, or may be about to be, subjected to FGM, fall under this policy and must also

be reported as a safeguarding concern. FGM is a collective term for a range of procedures which involve partial or total removal of the external female genitalia, or other injury to the female genitals for non-medical reasons. It is sometimes referred to as female circumcision, or female genital cutting. The practice is medically unnecessary, is extremely painful and has serious health consequences, both at the time when the mutilation is carried out, and in later life.

Forced Marriage – A forced marriage is where one or both people do not, or cannot, consent to the marriage and pressure or abuse is used to force them into the marriage. In England and Wales it is also when anything is done to make someone marry before they turn 18, even if there is no pressure or abuse (Marriage and Civil Partnership (Minimum Age) Act 2022). The pressure put on people to marry against their will may include; threats or physical/sexual violence and/or emotional or psychological abuse for example making someone feel they are bringing shame on their family. Forced marriage disproportionately affects females but people of all genders can be victims.

Child Trafficking – Child trafficking is defined as recruiting, moving, receiving and harbouring children for the purpose of exploitation. Child trafficking is a form of modern slavery (HM Government, 2014). Many children are trafficked into the UK from overseas, but children can also be trafficked from one part of the UK to another. Children are trafficked for many reasons that include child sexual exploitation, criminal activity including street crime, benefit fraud, immigration fraud, forced marriage, domestic servitude, forced labour or illegal adoption. This list is not exhaustive and children who are trafficked are often exploited in more than one way.

Child trafficking can involve a network of organised criminals who recruit, transport and exploit children and young people within or across borders. It can also be organised by individuals or children's own families.

Serious violence – Indicators which may signal that children are at risk from, or involved with, serious violent crime may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation.

Mental health – Mental health problems can, in some cases, be an

indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Education staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. Schools and colleges can access a range of advice to help them identify children in need of extra mental health support, this includes working with external agencies. If school staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken by them, following their child protection policy, and speaking to their designated safeguarding lead or a deputy.

Extremist ideology, radicalisation and terrorism and the Prevent Duty

Children and young people can suffer harm when exposed to extremist ideology which may be social, political or religious in presentation. This harm can range from a child adopting or complying with extreme views which limits their social interaction and full engagement with their education, to children being groomed for involvement in violent actions. Extremism: the vocal or active opposition to our fundamental British values. This also includes calling for the death of members of the armed forces. Radicalisation: the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. Terrorism: an 'action that endangers or causes serious violence to a person; causes serious damage to property or seriously interferes or disrupts an electronic system'. The use or threat must be designed to influence government or intimidate the public to advance a political, religious or ideological cause. duty is known as the Prevent duty. Any concerns about radicalisation and extremist views or behaviours in children and young people must be reported as a safeguarding concern.

Appendix B Safeguarding Code of Conduct

You must:

- Act in accordance with the partner school's policies and procedures regarding child protection and safeguarding.
- Treat all young people with respect.
- Avoid being alone with a young person or cause someone else to be alone with a young person because of your actions e.g. being late. If alone in a room with young people, keep the door open at all times.
- Be aware that any physical contact with a young person can be misinterpreted and should always be avoided. Shaking hands in a public setting is considered acceptable.
- Recognise that special caution is required when discussing sensitive issues with young people.
- Challenge unacceptable behaviour and report all allegations/suspensions of abuse to LB Integrity's DSL.
- Operate within LB Integrity's procedures in the event of any disclosure/concern.
- Raise any questions or concerns about child protection and safeguarding with LB Integrity's DSL, or if unsure of a school's procedure, information should be sought from school staff.

You must not:

- Promise confidentiality to young people in any situation.
- Share any personal contact details with young people, or, seek out their personal contact details.
- Act in a manner that excludes the young people you are working with.
- Make suggestive or derogatory remarks in front of young people.
- Have inappropriate physical contact or verbal contact with young people.
- Show favouritism to any individual.
- Be under the influence of alcohol or other substances when working on activities involving young people.
- Take photographs of young people.