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BBC children in Need

BBC
Children
in Need

Safeguarding Definition

Safeguarding is the action that is taken to promote the welfare of children and protect them from harm

Safeguarding means

- Protecting children from abuse and maltreatment

- Preventing harm to children's health or development

- Ensuring children grow up with the provision of safe and effective care

- Taking action to enable all children and young people to have the best outcomes

Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child.

Key principles

✓ Safeguarding is everyone's responsibility

✓ A child-centred approach

BBC CHILDREN IN NEED'S APPROACH TO SAFEGUARDING

BBC children in Need Vision

"Every Child will have a safe, happy and secure childhood and reach their potential"

What does good look like?

Safeguarding Policy

Safe Recruitment

Code of Conduct

Training

BBC children in Need Grant Making Approach

Assessment

1) Perform effective due diligence on projects requesting funding

   o Applications meet a minimum standard

   o Project culture and design ensure the welfare of children

   o Safeguarding practice is commensurate with project risk – one size does not fit all

   o Projects have effective policy and culture to manage any disclosures or safeguarding incidents

   o Flag any immediate risks to children

Minimum Standard for Safeguarding

Safeguarding

- Safeguarding policy in the applicant organisation's own name.

- Named safeguarding representative within the organisation.

- Safeguarding training for all staff, volunteers, who have face-to-face contact with Children and Young people:
    - Training must be appropriate to the nature of the work and must be refreshed regularly.

    - Training should cover both safeguarding best practice and a briefing on the organisation's safeguarding policies and procedures

- All people working with children are subject to relevant background checks i.e. Disclosure & Barring Service, Disclosure Scotland or Access NI. This includes all staff, management committee, trustees or volunteers, who have direct access to children. Checks must be refreshed regularly

- Safeguarding Children policy includes clear steps to take in the event of an incident or disclosure, including who to inform and how to contact them.

Site map   Useful links   Legal links

DONATE

Covid 19 Issues

- Switch from in person to digital delivery

- Increase in 121 support

- Increase in "detached" youth work without prior experience

- Home visiting – delivery of emergency essentials

- Creation of unstructured community groups

- Decrease in referrals to statutory services accompanied by increase in referrals to help and advice lines

- Displacement of risk from the statutory to the voluntary sector

Laura Furness – Head of Funding and Designated Safeguarding Lead

Policy statement and principles

The National Lottery Community Fund supports people and   communities to thrive.

All children and adults at risk have a right to protection and freedom from abuse or exploitation, regardless of age, disability, gender, racial heritage or racial culture, religious belief, sexual orientation, economic status or otherwise.

- Safeguarding is **everyone's** responsibility.

- Safeguarding is **ongoing** and continuous.

- Safeguarding is about **culture**, not policies.

COMMUNITY FUND

What we require of our staff;

Any person at the Fund who has contact with children and adults at risk is expected to treat them with respect and dignity, prioritising their safety and welfare at all times. Our staff are expected to report concerns or disclosures including reporting any unspent convictions or current investigations related to the treatment of children and adults at risk.

All staff are expected to ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed and take necessary precautions such as not meeting children and adults at risk alone where possible.

All staff must also avoid actions and behaviours which may constitute poor practice or (potentially) abusive behaviour or bring the Fund into disrepute**.** For example;

- ❖ Use **language or behaviour** that is inappropriate, harassing, abusive, sexual, provocative, demeaning or culturally inappropriate
- ❖ **Act** in ways intended to shame, humiliate, belittle or degrade or otherwise perpetrate any form of emotional abuse
- ❖ Form an abusive **relationship** with a child or adult at risk (or anyone)
- ❖ **Condone**, or **participate** in, behaviour which is illegal, unethical, unsafe or abusive
- ❖ Use **technology or social media** to abuse or access material which is abusive
- ❖ Make private, non-work-related **contact** with any child or adult at risk with whom you come into contact through Fund activities unless otherwise agreed by your line manager
- ❖ Photograph or film **without consent** and/or the consent of their carers or guardians.

COMMUNITY FUND

We require <u>all</u> grant holders to;

- Have a **tailored** policy for safeguarding and protecting children and adults at risk which is **proportionate** and **relevant** to their organisation's activities and has been agreed by their trustees or other governing body. This policy must be reviewed regularly and staff and trustees must be trained on its contents
- Ensure that all sub-grantholders/third-parties appointed by them have their **own, appropriate** safeguarding and protection policies and procedures in place **and** understand their policies and procedures.
- Recognise that when they sign a Grant Agreement with the Fund, this includes **agreeing** to fulfil the expectations of grantholders set out in our policy;
- Work **collaboratively** with their funding officer where there are potentially serious concerns or disclosures about the safeguarding or protection of any child or adult at risk
- Prioritise the **safety and wellbeing** of all children and adults at risk who come into contact with your organisation (including contact with your centres, projects, staff and/or volunteers)
- Ensure children and adults at risk are given a **voice** by creating an environment and providing opportunities for them to tell you what you are doing well, what risks there are to them and how you can help keep them and others safe.
- Have a **tailored, up-to-date procedure** for reporting concerns and disclosures that everyone knows about and feels confident in applying (including not just the people in your organisation but also the carers or guardians of the children and adults at risk who come into contact with your organisation and, where appropriate, the children and adults at risk themselves).
- Take a **common sense approach** to safeguarding and protecting children and adults at risk.

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Additional expectations on grant holders working directly with children and/or adults and risk;

- Having one or more **nominated member of staff** (a Designated Safeguarding Lead) who has the knowledge and skills to promote safe environments for children and adults at risk and is able to respond to concerns and disclosures.
- Ensuring **everyone** understands their safeguarding roles and responsibilities and is provided with appropriate learning opportunities to recognise, identify and respond to concerns and disclosures relating to the protection of children and adults at risk.
- Using safe and transparent **recruitment** processes
- Conducting safeguarding **risk assessments** and provide guidance for your organisation, locations, projects and processes to enable a safe, inclusive environment for all children and adults at risk we support.

- Consideration of the Prevent Duty (being the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism)

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What a safeguarding policy may include;

- A **statement** outlining your organisation's commitment to safeguarding and protecting children and adults at risk
- **Specific** safeguarding and protection risk areas for your organisation and how you address them
- **Who** is responsible for safeguarding and protection
- **How** to report concerns and disclosures
- **What** happens if someone does not uphold your policy or procedures
- How you **protect whistle-blowers** or others who raise a concern about your organisation
- How often the policy and procedures will be **reviewed** and kept up to date
- Links to your **related policies** and processes such as Code of Conduct, Whistleblowing etc

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Assessment/grant management;

- Do they have a safeguarding policy and process, which details how someone can report concerns? Does this include a clear statement of intent?
- Is this visible/available to all staff, visitors and people using their services. Do all staff etc know and understand their role?
- Do they have a DSL/DSOs (depending on the size of the organisation/project will determine whether they should have one or more. Some may just have one DSL/DSO)? Does everyone know who the DSL/DSOs are?
- Are staff/volunteers engaging in regulated activity suitably checked?
- Do they conduct safeguarding risk assessments?
- How often are policies reviewed, and what happens if someone does not follow these?
- How do they promote the safety and wellbeing of all, but particularly of children and adults at risk at all times?
- Do they understand when they should report concerns externally? To us, to the Charity Commission etc.

Covid - 19;

There have been additional complexities during Covid-19;
- the increase in people wanting to volunteer and difficulties in governing this from a safeguarding perspective
- organisations moving quickly from face to face to online services
- people using this crisis to exploit vulnerable people and
- increase in poor physical and mental health potentially reducing team capacity

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Early learning;

- There are complexities of International grant making that we don't see domestically for example different legal practices, culture and reporting abilities as well as physical distance and lack of regional presence making monitoring more difficult.

- We started with an assumption that incidents would be as a result of a weakness in process or abuse of power. We're learning that our approach needs to allow for a wider view, which is far less defined that we originally expected. For example, our current safeguarding response largely considers risk from others however must include significant concerns of risk to selves.

- Our duty of care to our teams is crucial. There is the potential for colleagues to be exposed to traumatic experiences and we don't have an awareness of what lived experience our teams may have which could be exacerbated. We need regular communications across the organisation to a) keep safeguarding live and b) reiterate encouragement to seek support. Offering peer networks with other funders to support DSOs and to build collaboration is also helpful

- Funding teams have experienced some anxiousness around our role within this area and must be supported including providing ongoing guidance where requested. This need reduces with time and experience.

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Guidance

- The Department of Education at: https://www.gov.uk/government/publications/working-together-to-safeguard-children--2
- NHS England at: https://www.england.nhs.uk/wp-content/uploads/2017/02/adult-pocket-guide.pdf
- The NSPCC at: https://learning.nspcc.org.uk/safeguarding-child-protection/
- Guidance on safeguarding adults at risk by Social Care Institute for Excellence at: https://www.scie.org.uk/safeguarding/adults
- The Charity Commission for England and Wales at: https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees and https://www.gov.uk/government/publications/strategy-for-dealing-with-safeguarding-issues-in-charities
- Disclosure checks for England, Wales the Channel Islands and the Isle of Man at: https://www.gov.uk/government/organisations/disclosure-and-barring-service/about
- NCVO Safeguarding Resources at; https://knowhow.ncvo.org.uk/safeguarding/