

# Family Based Solutions: Child Protection and Safeguarding Policy

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Review Date: 15 April 2025

Next Review Due: April 2026

Approved by: Judith Allen – Safeguarding Trustee

Designated Safeguarding Leads (DSLs): Ayse Adil & Joe Lettieri

Last DSL Safeguarding Training Completed: 15 April 2025

## 1. Policy Statement

Family Based Solutions is unwavering in its commitment to safeguarding and promoting the welfare of all children and young people who come into contact with our services. We recognise that the safety and wellbeing of children is paramount and must be reflected in every aspect of our work, from direct support to organisational governance.

This policy sets out our framework for identifying, responding to, and preventing harm. It applies to all staff, trustees, volunteers, contractors, and anyone working on behalf of Family Based Solutions.

Our safeguarding practice is guided by the latest legislation and statutory frameworks, including:

- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2023)
- Children Act (1989 & 2004)
- The Care Act (2014)
- Safeguarding Vulnerable Groups Act (2006)
- Human Rights Act (1998)
- Public Interest Disclosure Act (1998)
- Rehabilitation of Offenders Act (1974)

## 2. Our Commitment to Children and Young People

We believe that:

- Every child has the right to feel safe, valued, and protected from harm.
- Safeguarding is everyone's responsibility, regardless of role.
- Children and families should be supported with respect, empathy, and dignity.
- Strength-based, trauma-informed approaches empower young people to build resilience,

confidence, and hope for the future.

### **3. Responsibilities and Key Personnel**

#### **3.1 Safeguarding Trustee**

Judith Allen provides strategic oversight of all safeguarding matters and ensures policy and practice are regularly reviewed and scrutinised at board level.

#### **3.2 Designated Safeguarding Leads (DSLs)**

Ayse Adil and Joe Lettieri are the named DSLs responsible for overseeing safeguarding practice, managing concerns, supporting staff, and liaising with statutory services. They maintain up-to-date safeguarding training and provide leadership across the organisation.

#### **3.3 All Staff and Volunteers**

Everyone working or volunteering with Family Based Solutions has a duty to:

- Read and adhere to this policy and related safeguarding guidance
- Report concerns promptly
- Attend internal safeguarding training twice per year
- Complete certified safeguarding training every three years

### **4. Recognising Harm and Abuse**

Staff and volunteers should remain alert to the many forms of abuse and harm that children and young people may experience, including:

- Physical abuse
- Sexual abuse and exploitation (CSE)
- Emotional abuse
- Neglect
- Domestic abuse
- Radicalisation
- Criminal exploitation (e.g., County Lines)
- Online harm and cyberbullying
- Bullying and peer-on-peer abuse

Children may be harmed in family settings, by professionals, peers, or strangers, and abuse can happen in person or online. We recognise that children with additional needs or complex family circumstances may be at greater risk.

### **5. Responding to Concerns**

#### **5.1 If a child discloses abuse:**

- Stay calm, open, and reassuring
- Listen carefully and take what the child says seriously
- Do not promise confidentiality

- Record the child's own words without interpretation

#### 5.2 Reporting:

- Report all concerns to a DSL without delay
- If no DSL is available, contact the relevant local authority safeguarding team directly or dial 999 in an emergency

#### Local Safeguarding Contact Information

Enfield Multi-Agency Safeguarding Hub (MASH)

Tel: 0208 379 3196 (office hours) / 0208 379 5212 (out of hours)

Email: [childrensmash@enfield.gov.uk](mailto:childrensmash@enfield.gov.uk)

Haringey MASH

Tel: 020 8489 4470 (Mon–Fri 8:45am–5pm)

Out of hours: 020 8489 0000

Email: [mashreferral@haringey.gov.uk](mailto:mashreferral@haringey.gov.uk)

Barnet MASH

Tel: 020 8359 4066 (Mon–Fri 9am–5:15pm)

Out of hours: 020 8359 2000

Email: [mash@barnet.gov.uk](mailto:mash@barnet.gov.uk)

## 6. Information Sharing and Confidentiality

We understand the importance of confidentiality, but safeguarding overrides personal privacy. Staff must:

- Share information on a 'need-to-know' basis only
- Seek advice from a DSL when unsure
- Never promise to keep a child's disclosure secret

## 7. Safer Recruitment

To ensure the highest standards of safeguarding, we follow safer recruitment practices:

- Enhanced DBS checks for all staff and volunteers working with children
- Minimum of two references verified
- Full employment history reviewed, with any gaps explored
- Safeguarding questions included in interviews

All successful applicants are required to complete safeguarding induction and ongoing training.

## **8. Online and Digital Safety**

We are committed to helping children and staff stay safe online. We:

- Promote safe digital communication
- Educate staff and families about online risks
- Use secure platforms for virtual meetings and communication

## **9. Training, Supervision and Support**

All staff and volunteers:

- Receive in-house safeguarding training twice annually
- Complete certified safeguarding training every three years
- Have access to reflective supervision that includes safeguarding
- Are supported by DSLs in managing concerns or disclosures

## **10. Monitoring and Review**

This policy is reviewed annually by the DSLs and approved by the Safeguarding Trustee. It will also be reviewed following any safeguarding incident, legislative change or significant organisational development.

Next Review Due: April 2026

Signed:

Judith Allen – Safeguarding Trustee

Ayse Adil – Designated Safeguarding Lead

Joe Lettieri – Designated Safeguarding Lead