



Crea Norfolk Children and Adult Safeguarding 2022 Policy

Latest version: October 2022

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

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has 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
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose:

CREA Norfolk will:

- Protect children and young people who receive CREA West Norfolk services from harm. This includes the children of adults who use our services
- Provide Instructors and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of CREA Norfolk, including Project Leads and the Board of Directors, paid staff, Freelance Representatives, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and

related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Definitions:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Adult at Risk:

- An adult who has needs for care and support (whether or not the authority is meeting any of those needs),
- is experiencing, or is at risk of, abuse or neglect, and
- as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Child and Adult Abuse: Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

Safeguarding children: Safeguarding children is defined in Working Together to Safeguard Children 2018 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.

Safeguarding as Part of the Deal:

In safeguarding children, CREA Norfolk is committed to the principles outlined by the Norfolk Safeguarding Children's Partnership. (<https://www.norfolklscb.org/>) and Norfolk Safeguarding Adults Board (norfolksafeguardingadultsboard.info)

We have a link on our website home page (www.creanorfolk.co.uk) for anyone to report concerns directly to our Designated Safeguarding Officer. We report any concerns directly to the LADO.

We have signed up to the SAFER Programme with the Norfolk Safeguarding Children's Partnership.

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.

CREA Norfolk should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

The Prevent duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty. These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have Prevent duties if they perform delegated local authority functions.

Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Training and Awareness:

CREA Norfolk will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with children/ adults, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognize a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

All staff, volunteers and directors who have any contact with members or handle their data (eg for admin purposes) must have a current enhanced DBS registered with the update service; copies of these are stored in the Crea Norfolk Sharepoint.

Confidentiality and Information Sharing:

CREA Norfolk expects all employees, Freelances entities, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or contact the police if they are in immediate danger, or a crime has been committed. For further guidance on information sharing and safeguarding see Data protection act 2018

(<https://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>)

Recording and Record Keeping:

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Safe Recruitment & Selection:

CREA Norfolk is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them. See our Safe Recruitment Policy.

Important Contacts:

Senior Lead for Safeguarding

Name: Charlie Wall BA (Hon), Dip.Couns Email address: charliewall1@gmail.com
Telephone number: 07930142068

Deputy Senior Lead for Safeguarding

Name: John Kramarchuk Email address: jjgkram1@gmail.com Telephone number: 07472060909

Crea Norfolk Children and
Adult Safeguarding Policy 2022

Director for Safeguarding

Name: Charlie Wall BA (Hon), Dip.Couns Email address: Charliewall1@gmail.com
Telephone number:07930142068

Norfolk County Council,

Norfolk Adult Safeguarding Service Children's Advice and Duty Service (CADs)
0344 0800 8020 (24 hour Monday-Sunday) Make A Safeguarding Report

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000

Signed and approved by Directors of CREA Norfolk in October 2022