

## Safeguarding Policy Statement

### The purpose and scope of this policy statement

St Michael's Fellowship works with children and families as part of its varied range of activities. The principal activity is offering support to vulnerable families in our residential assessment centres in South London for parents where children are deemed to be at risk or where there is other emotional, mental or physical hardship. In addition to our supervised contact centre, we also offer outreach work in the community, providing services to families who are living in their own homes, but who are, for whatever reason, in difficulty. St Michael's is firmly committed to helping families to change their lives and will therefore embark upon key projects to support that aim in addition to its core activities.

The purpose of this policy statement is:

- To protect children, young people and adults at risk who come into contact with or directly receive our services.
- To provide parents, staff, volunteers and trustees with the overarching principles that guide our approach to safeguarding and child protection.
- To ensure compatibility with other St Michael's policies listed on page 2.

As defined in the Children Act 1989, a 'child' for the purpose of this policy includes a child or young person who has not yet reached their 18<sup>th</sup> Birthday. This policy also relates to adults at risk as defined on page 4.

### Application

This policy statement applies to anyone working on behalf of St Michael's, including senior managers and the board of trustees, paid staff, volunteers, social workers, agency staff and students.

### Legal Framework

Everyone has the right to be safeguarded from abuse or neglect. This policy has been drawn up having regard to relevant legislation, policy and guidance that exists to protect children and adults at risk in England. A summary of the key legislation and guidance is available from; [Safeguarding duties for charity trustees](#), [Working together to Safeguard - Children](#) and [Safeguarding – Adults at risk](#)

The Trustees of St Michael's recognise their duty to take reasonable steps to protect beneficiaries, staff, volunteers, those connected with the activities of the charity and who come into contact with the charity, from harm. The Trustees ensure that the organisation's culture, behaviours, priorities, policies and procedures are regularly reviewed and updated in line with statutory guidance and best practice to ensure that potential risks are identified, mitigated against and appropriately addressed where necessary.

### We believe that:

- Everyone has the right to be safeguarded from abuse and neglect
- Children and young people should never experience abuse of any kind

- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.
- We have a duty to ensure adequate safeguards are in place to protect the welfare of all vulnerable adults or adults at risk who use our services.
- We must take reasonable steps to protect from harm staff, volunteers and those who come into contact with St Michaels through its work.

**We recognise that:**

- The welfare of the child is paramount
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation have a right to equal 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
- That adults may also be at risk – as a result of their particular vulnerabilities, or their experience of abuse or neglect.

**We will seek to keep children, young people and adults at risk safe by:**

Our behaviours:

- Valuing, listening to and respecting anyone who reports any form of harm, abuse or neglect
- Being non-judgemental and ensuring that all concerns are taken seriously and reported in accordance with our procedures for raising concerns
- Using our procedures to manage any allegations against staff, trustees, volunteers and contractors appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying or harassment that does arise
- Appointing a nominated child protection and adult/safeguarding lead, a deputy child protection and adult /safeguarding lead and a lead trustee/board member for safeguarding
- Developing child protection and adult safeguarding policies and procedures which reflect best practice
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- Sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions
- Ensuring that we provide a safe physical environment for our children, young people, parents, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance

Our Support to Staff, Trustees, Volunteers and Contractors:

- Recruiting staff, trustees and volunteers safely, ensuring all necessary security checks are made
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures

- Ensuring that our staff, volunteers and contractors are fully trained to be able to recognise signs of abuse both in children and adults at risk and that our policies and procedures contain clear and robust guidance on reporting and acting upon any such concerns.
- Ensuring that we have effective complaints and whistleblowing measures in place
- Having a clear statement on St Michael’s culture, Code of Conduct and organisational behaviours to which all employees, trustees, contractors and volunteers must adhere to
- Developing and implementing an effective online safety policy and related procedures
- Recording, storing and sharing information professionally and securely in accordance with relevant legal requirements.

### Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures, including:

Child Protection and Safeguarding Children Policy	Adults at risk policy
Professional Boundaries	Health and Safety Policy
Complaints Policy	Equal Opportunities Policy
Confidentiality Policy	Bullying Policy
Whistleblowing Policy	Data Protection Policy
Training and Development Policy	Risk Policy
Supervision Policy	

### Contact Details

Should you have a safeguarding concern please phone or send an email to one of the nominated individuals below:

#### Nominated Safeguarding and Child Protection Lead

Name: Sue Pettigrew  
 Phone: 0208 835 9570  
 Email: [admin@stmichaelsfellowship.org.uk](mailto:admin@stmichaelsfellowship.org.uk)

#### Nominated Safeguarding and Child Protection Lead

Name: Mick Stephens  
 Phone: 0208 835 9570  
 Email: [admin@stmichaelsfellowship.org.uk](mailto:admin@stmichaelsfellowship.org.uk)

#### Trustee/Lead for Safeguarding and Child Protection

Name: Dr Val Wass  
 Phone: 0208 835 9570  
 Email: [admin@stmichaelsfellowship.org.uk](mailto:admin@stmichaelsfellowship.org.uk)

Should you have a safeguarding concern please phone using the above number or send an email.

## Definitions

**Safeguarding children** duties apply to any charity working with, or coming into contact with, anyone under the age of 18<sup>1</sup>.

**Safeguarding children** means to:

- Protect children from abuse and maltreatment
- Prevent harm to children's health or development
- Ensure children grow up with the provision of safe and effective care
- Take action to enable all children and young people to have the best outcomes

**Safeguarding adults** at risk means:

- protecting their right to live in safety and free from abuse and neglect.

**Safeguarding duties for adults at risk** apply to any charity working with anyone aged 18 or over who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs) and
- is experiencing, or is at risk of, abuse and neglect
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

An adult at risk of abuse may:

- have an illness affecting their mental or physical health
- have a learning disability
- suffer from drug or alcohol problems
- be frail

We are committed to reviewing our policy and good practice **annually**.

This policy was last reviewed and approved by the Board of Trustees: July 2019



Signed:

Sue Pettigrew, CEO and Nominated Child Protection Lead

Dated: 23.01.2020

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<sup>1</sup> The Charity Commission Guidance: Safeguarding and protecting people for charities and trustees last updated 22 October 2019.