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North East Lincolnshire

Y Youth
O Offending
S Service

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North East Lincolnshire Council
Youth Offending Service
**Safeguarding Children and
Young People Policy**

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1. Introduction / purpose

Safeguarding is an umbrella term encompassing the whole wellbeing of a child and recognises the importance of the preventative agenda. Child Protection is an important component of the “safeguarding” agenda.

All staff working with children in arenas such as the NELC Youth Offending Service have a duty to safeguard and promote the welfare of children which is defined in the Children Act as:-

- Protecting children from maltreatment
- Preventing impairment of children’s mental and physical health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and
- Taking action to enable all children.

This is an overarching safeguarding children policy and is aligned to the North East Lincolnshire Safeguarding Children Partnership Safeguarding Children Procedures [SaferNEL | Policies and procedures](#)

([SaferNEL | Policies and procedures](#)). This policy applies to anyone working on behalf of the Youth Offending Service, including senior managers, paid staff, volunteers, sessional workers, agency staff and students.

All staff with a direct role in the care or delivery of services to children & their families will be offered appropriate support and training to ensure that as far as possible they should be aware of the signs and symptoms of abuse and know how to respond appropriately to these concerns.

2. Legal Framework

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.

Children and young people 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

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- Grooming
- Historical abuse
- Online abuse
- Radicalisation/ Extremism

3 Youth Offending Service Commitment

Staff members within the North East Lincolnshire Youth Offending Service work with a host of children and young people who have encountered many different life experiences in terms of the parenting/care given to them, their education experiences and lifestyle choices. These experiences can affect a child / young person's ability to make appropriate choices in life or make them particularly vulnerable from other groups.

The NELC YOS is dedicated to reducing the number of first time entrants, preventing and reducing re-offending and wherever safely possible managing young people in the community through a host of interventions and as part of that agenda young people who are involved with the NEL YOS are assisted to develop a healthy lifestyle and to:

- to recognise and manage risks in different situations and then decide how to behave appropriately
- to judge what kind of physical contact is acceptable and unacceptable
- to recognise when pressure from others (including people they know) threatens their personal safety and develop effective ways of resisting pressure, including knowing where and when to get help
- to use assertiveness techniques to resist unhelpful pressure

The NELC YOS want children and young people who they come into contact with feel valued, respected and able to discuss any concerns they have.

4 Safeguarding Arrangements

Section 11 of the Children Act 2004 Places duties on a range of organisations, agencies and individuals (including Youth Offending Teams) to ensure their functions, and any services that they contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

YOS Safeguarding arrangements ensure that there is;

- A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children.
- A senior board level lead with the required knowledge, skills and expertise or sufficiently qualified and experienced to take leadership responsibility for the organisation's/agency's safeguarding arrangements.
- Safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, including policies on when to obtain a criminal record check.

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- Appropriate supervision and support for staff, including undertaking safeguarding training
- A culture of safety, equality and protection within the services they provide.

The following arrangements are in place,

4.1 Training

All staff must attend safeguarding training accredited by the Local Safeguarding Children Partnership. Attending the relevant safeguarding training courses will assist in the learning and development of staff, ensure children and young people's needs for safety are recognised and assist in the recognition of potential/actual child abuse.

This requirement is for all staff to attend levels one & two safeguarding courses, which includes a refresher on a bi-annual basis and covers the following topics:

- Child Protection
- Mental Health
- Domestic Violence
- Neglect
- Child Exploitation (sexual and criminal)

Training is also offered on an individual basis to specially qualified staff such as AIMS Training for harmful sexualised behaviour.

Supervision and Appraisal will be used by the YOS staff member's line manager to ensure that safeguarding/vulnerability issues are being recognised on a periodical basis. Case supervision, utilising the Signs of Safety approach, is acknowledged as a useful tool to ensure a staff member is carrying out the duties of their role appropriately and for recognising when additional staff support/refresher training is required.

Team Meetings should be used as whole staff reminders of the role of safeguarding for each member of the team.

As part of the induction process staff are required to complete a number of mandatory training course which include clear whistleblowing procedures, which are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.

4.2 Listening to and Responding to Children/Young People

It is acknowledged that empowering young people to talk to adults that they trust and ensuring that these individuals respond appropriately is the most effective way of keeping children safe from abuse.

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The North East Lincolnshire Youth Offending Service has developed strategies to ensure that its staff have a good knowledge of Child in Need/Protection Procedures in order to know:

- How to recognise the signs and symptoms of abuse
- 'What to do if you're worried a child is being abused or is vulnerable under S17 Children Act 1989
- How to record in writing all concerns, discussion about the child, decisions made and the reason for those decisions.
- All staff are required to have an up to date enhance Disclosure and Barring Service check (DBS).

Any member of staff who has concerns about the welfare of a child must share this information without delay with a Youth Offending Team manager.

All staff working with children has a duty to make a brief, accurate record of the concerns and to discuss these without delay with their safeguarding lead or other appropriate person. Staff must make a brief accurate record of these The staff member should record any allegations that the child makes in the child's own words.

Possible child protection concerns, for example where a child discloses actual harm must be reported immediately to both the manager and the North East Lincolnshire Council Single Point of Access, the gateway into Children's Services.

4.3 Confidentiality

It is recognised that all matters relating to child protection are confidential, the Safeguarding Lead will disclosure any information about a child/young Person to other members of staff on a need to know basis only.

All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children and they must be aware that they cannot make a promise to a child to keep secrets.

North East Lincolnshire Youth Offending Service staff members are in a position to not only build strong and trusting relationships with children/young people but also to recognise difficulties within the family unit which may benefit from additional support either by the introduction of social care support services, child protection processes or additional advice/support for vulnerability issues.

Children/Young people working with the North East Lincolnshire Youth Offending Service need to be specifically informed, at the beginning of any period of work, that concerns regarding their care or welfare will be shared with social care services.

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4.4 Referral

Where there are concerns regarding a child or young person such as:

- Actual disclosure of abuse/physical harm
- Concerns for safeguarding/putting self at risk
- Homelessness
- Substance misuse
- Child Criminal Exploitation/Child Sexual Exploitation
- Acting in a manner which may put themselves at risk
- Self harming behaviours
- Parental behaviours effecting children and young people such as domestic abuse

There is a clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies and arrangements which set out clearly the processes for sharing information, with other practitioners and with safeguarding partners.

Following concerns being collated by the YOS staff member the information will be passed to the designated safeguarding lead or manager who should assess all the information available.

If appropriate a referral should be made to the NELC Integrated Front Door in the event that the child / young person does not have a named social worker. If the child/young person has a named social worker that worker or their supervisor must be contacted and the information passed on. To report a child welfare or child protection concern, the referring agency should complete a [Multi Agency Referral Form \(MARF\)](#) (Word document) and send it to NELCChildrensFrontDoor@nelincs.gov.uk Tel 01472 326292 (option 2).

Please use the [Threshold of Need 2020](#) to inform your referral. The referral should be confirmed in writing by completing the Request for Service Form within 48 hours.

4.5 Voice of the Child

North East Lincolnshire Youth Offending Service play an active role within the SCP Voice and Influence task and finish group to ensure that the Voice of the Child is captured within all individual interventions. There is a culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services

Documentation and forms for all young people have been adapted to use all child friendly wording to ensure that positive messages are understand by both staff and young people. Asset+ assessment has a separate tool for capturing the voice of the child and is recorded on Childview.

5. Supporting documents

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

- YOS-Police-LAC Partnership Agreement (external)
- YOS Risk and Safety and wellbeing management procedures (internal)
- YOS Partnership Agreement YPSS (internal)
- Appropriate Adult Procedures (external)
- Magistrates Court Protocol (external)
- Memo of Understanding We Are With You (external)
- Victim Policy (external)
- School Nurse Partnership Agreement (internal)
- YOS-SEND Plan (internal)
- National Partnership Framework Probation-YOS (external)
- YOS-CASS Partnership Agreement (internal)
- Safer recruitment
- Online safety
- Anti-bullying
- Managing complaints
- Whistleblowing
- Health and safety
- Induction, training, supervision and support

Link to documents: <https://www.proceduresonline.com/nelincs/cs/>

6. Useful Contacts

Paul Caswell,

Head of Service

William Molson Centre, Kent Street, Grimsby. DN32 7DJ

Donna Abernethie

Team Manager

William Molson Centre, Kent Street, Grimsby. DN32 7DJ

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