

Talentino!

Safeguarding Children and Vulnerable Young Adults Policy

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1. Introduction

- Every child or young person, defined as any person under the age of 18 or a young person or adult with learning disabilities, who participates in any training workshops facilitated by Talentino!, should be able to take part in an enjoyable, and safe environment, conducive to learning and be protected from any form of abuse. Talentino! has a “duty of care” whether we are working in a voluntary or paid capacity to keep all young people or adults with learning difficulties safe and protect them from harm. It is the responsibility of all adults engaged directly in the facilitation of workshops for young people or adults with learning difficulties to be responsible for the safeguarding of the young people attending.
- Talentino! recognizes its responsibility to safeguard all young people and young adults with learning difficulties whilst they are in attendance of any workshops, whether that be part of a school programme or a bespoke workshop.
- The Children's Act (2004) clearly indicates that organisations such as Talentino! has a duty to safeguard young people, and ensure all adults

employed by Talentino! are adequately safe and competent to do so. All staff and volunteers employed by Talentino! will be made aware of this policy and understand the procedure. Talentino! staff working with young adults, either at school or in an independent capacity, have the responsibility for having knowledge of the local government protocol and procedures for the safeguarding of young people. They will also have a duty to report any child protection or welfare concerns to a designated staff member at the school, charity or organisation or the local children services or police should the event be an independent one.

2. Policy statement

Talentino is committed to providing a safe environment for all young people and adults with learning difficulties to participate in the workshops to the best of their ability as long as they so choose to do so.

3. Definition of Safeguarding

Safeguarding is broader than 'child protection', as it also includes prevention. Below are some brief definitions. All Talentino! staff should be made aware of these:

- All agencies or organisations working with young people, and their families should take all reasonable measures to ensure the risks to the young people are minimised.
- All young people must be protected from mistreatment
- Ensure that young people attending workshops are in environments consistent with the provision of safe care
- Through providing a safe environment to enjoy and learn from workshop, all young people are given an optimum life chance to enter adulthood successfully.

4. Child Protection Statement of Intent

Through this Statement of Intent, Talentino! demonstrates a commitment to safeguard all young people who attend any workshops. Below are the essential inclusions for the protection of young people engaging workshops facilitated by Talentino!

- The welfare of the young people is paramount
- All young people have a right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- The Safeguarding Policy is applicable to all Talentino! staff. This includes, staff, consultants, and volunteers.
- Young people and parents are made aware of this policy where appropriate
- All concerns will be taken seriously by all Talentino! staff and respond appropriately. This means alerting the safeguarding named person at the school, organisation or charity responsible for safeguarding and protecting young people whilst Talentino! are facilitating workshops.

- Should there be a concern raised during an independently facilitated workshop, the Talentino! staff will make a referral to the commissioning organization and/or emergency services or the police immediately.
- Talentino have a commitment to safe recruitment, selection and vetting of any adults who have been employed on a permanent, contact or voluntary basis.
- The principles and guidance of the appropriate legislation, underpins this policy
- Talentino! have been awarded the Matrix quality Standard for information, advice and guidance and all policies are governed by the requirements of the Matrix and will be updated accordingly.

5. Measures taken to minimise risks of harm to young people

- Talentino has a safe recruitment and selection policy, which includes checks such as Criminal Records Bureau (CRB) checks into the eligibility of the appointed staff member working directly with young people and who need to adhere to the Safeguarding policy. This includes staff, career coaches, consultants, contract staff and volunteers who may be directly involved with young people.
- All Talentino! staff are made aware of The Safeguarding Policy for working with young people. This includes staff, career coaches, consultants, contract staff and volunteers who may be directly involved with young people.
- Jenny Connick the MD of Talentino! is the named person responsible for all Safeguarding issues. Jack Ewins, Head of Governance will deputise in Jenny's absence.
- The Safeguarding Policy clearly outlines how to respond where there are concerns about a child or a young person's safety or welfare.

6. How to respond if a concern is raised about a young person's safety and welfare

- Should Talentino! be facilitating workshops in schools, an organisation or charity and there is a concern around safeguarding and protection issues of a young person, please contact Jenny Connick, who is responsible for all safeguarding decisions. Jenny's contact details are jenny@talentino.co.uk and a free phone number: 0800 298 0178 mobile 077340 55519.
- Talentino will always ensure they are aware of who the safeguarding named person is for a school, organisation or charity they are working with.
- A concern over a young person's safety and welfare will never be ignored.

7. When to refer to Children Services

A referral to Children's Services Social Care should always be made in the following circumstances:

- any concern about a child at risk of sexual abuse;
- physical injury caused by assault or neglect which may or may not require medical attention;
- incidents of physical abuse that alone are unlikely to constitute significant harm but taken into consideration with other factors may do so
- children who suffer from persistent neglect;
- children who live in an environment which is likely to have an adverse impact on their emotional development;
- where parents' own emotional impoverishment affects their ability to meet their child's emotional and/or physical needs regardless of material/financial circumstances and assistance;
- where parents' circumstances are affecting their capacity to meet the child's needs because of domestic violence, drug and/or alcohol misuse, mental health problems, learning disability and/or previous convictions for offences against children;
- a child living in a household with, or having significant contact with, a person at risk of sexual offending;
- an abandoned child;
- bruising to a pre-mobile baby;
- pregnancy where children have been previously removed;
- suspicion of fabricated or induced illness
- where a child under one year is present in a home where domestic violence is a concern

8. Making a Referral to Children's' Services – standard protocol nb this is subject to change depending on the particular rules and policy guidelines of different commissioning organisations who should make Talentino aware of them.

“The general public, Children's Services Social Care, Health, Education, Police and any other person, including the Voluntary Sector, must all work together in partnership with parents to keep children and young people safe. If you see a child or young person who has been injured or harmed, or if you are concerned or unsure, contact any of the agencies listed at the end of this Guide.

The concern may need to be discussed with a senior member of staff within your agency in order to clarify the seriousness and urgency of the situation and then decide the next course of action. The senior member of staff may be:

- a manager/supervisor
- LSCB representative in your organization
- a designated member of staff with responsibility for safeguarding children, i.e., designated nurse, doctor or teacher

If, following this discussion, there are still concerns about the welfare of the child or young person, consideration should be given to consulting the Duty Social Worker at the local Children's Services Duty and Assessment Team or Children with Disabilities Service for advice. This can be done by presenting a 'what if' scenario without necessarily naming the child in question.

This discussion should be recorded by both parties. If the practitioner with the concerns believes that a child or young person's health or development is being impaired without the provision of services by the Local Authority, consideration should be given to making a referral to Children's Services Social Care.

Ordinarily, the referrer should always advise the child's parent/carer about the concerns and inform them of the intention to refer the matter to Children's Services Social Care. However, agreement with a parent to make a referral should not be sought if doing so would imperil the child and place the child or young person at increased risk of significant harm. Discuss this with your Manager or Children's Services Social Care if you are unsure.

If there are immediate concerns about the safety of a child or young person, a referral should be made by telephone to the Children's Duty and Assessment Team or the Children with Disabilities Service. At the end of any discussion or dialogue about a child or young person, the referrer (if a professional from another service or agency) and Children's Services Social Care must record the decision in their records.

Telephone referrals should be followed up in writing within 48 hours by the referrer by using the Multi-agency referral form. Whilst members of the public may make an anonymous referral, meaning that they can share their concerns without disclosing their identity, this is not an option for professionals, operating in a paid or unpaid capacity, who must always disclose their professional role and contact details.

If concerns are not immediate, but it is believed that a child or young person is a child in need, who may also be in need of protection, a referral should be made in writing. Where a CAF has been completed by the referring agency this will form the basis of the referral and should be attached. Where necessary, the assessment should be updated in order to ensure that the most recent information is passed to Children's Services Social Care.

9. Guidance and Legislation for safeguarding young people

All Talentino! staff who will be directly involved with working with young people will be asked read up on safeguarding and legislation using the following resources and familiarize themselves with the content and their responsibilities.

England

For current guidance on safeguarding, legislation and resources see www.everychildmatters.gov.uk

Two documents are particularly helpful:

- *What to do if you're worried a child is being abused (2003)*
www.everychildmatters.gov.uk/search/?asset=document&id=17378
- *Working Together to Safeguard Children: a guide to inter-agency working to safeguard and promote the welfare of children (2006)* HM Government.
www.everychildmatters.gov.uk

10. Policy holder

The Safeguarding policyholder is Jenny Connick Managing Director Talentino Ltd. Jenny's contact details are jenny@talentino.co.uk and a free phone number: 0800 298 0178 mobile 077340 55519.

In her absence Jack Ewins Head of Governance can be reached on 077340499190.