

Frampton Farm Safeguarding Policy



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Frampton Farm Children's Safeguarding Policy

Frampton Farm recognises its legal responsibility to Keep Children Safe in Education, and our duty of care to safeguard and promote the welfare of children and young people. We are committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

This policy runs in line with the Keeping Children Safe in Education 2023 KCSIE

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1161273/Keeping_children_safe_in_education_2023_-_statutory_guidance_for_schools_and_colleges.pdf

And the Working Together to Safeguard Children Guidance

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

All organisations need to have the appropriate training and arrangements in place for safeguarding and promoting the welfare of children and young people. This includes:

- Procedures for employees and volunteers to report any concerns they may have about the children on the farm that meet the Kent Safeguarding Children Multi-Agency Partnership (KSCMP)
- To have the appropriate codes of practice available to all employees and volunteers who work on the farm, especially those directly working with children.
- Ensuring we follow recruitment procedures in accordance with Keeping Children Safe in Education act 2023, The Working Together to Safeguard guide 2018 and Kent Safeguarding Children Multi-Agency Partnership. <https://www.kscmp.org.uk/>
- 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.

Frampton Farm is aware that many children and young people are victims of many different types of abuse, and many social factors can have an adverse effect on their lives, such as but not limited to:

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

Frampton Farm aims to create a safe fun environment where children and young people can excel.

This policy and its guidance are given to all employees, volunteers, referrers, schools, parents and carers of the young people we offer our services to.

Frampton Farm will ensure that:

- All children, young people and adults are listened to, are valued and respected.
- All of our employees and volunteers will not commence work with us until a clear Disclosure and Barring Service (DBS check) has been received.
- DBS checks will also be reapplied for annually.
- All employees and volunteers will attend a safeguarding course with an approved organisation either onsite or online.
- All employees and volunteers will also be giving child protection training, support and supervision.

Safeguarding Contact Details

Frampton Farm Contact

Senior Lead for Safeguarding

Name: Karen Friend

Email address: admin@framptonfarm.co.uk

Telephone number:07976267666

Deputy Senior Lead for Safeguarding

Name: Skott Hamilton

Email address hamboskott@framptonfarm.co.uk

Telephone number 07456 362163

If they are not available, you must speak to another member of staff.

In an emergency if the above are not available you can make a referral yourself.

Referral contact details:

Kent County Council 03000 41 11 11.

Kent County Council LADO

03000 41 08 88 Email address kentchildrenslado@kent.gov.uk

If you feel the child / young person is in immediate danger, call 999 and ask for the police.

NSPCC Helpline 0808 800 5000

Recognising and Understanding Signs of Abuse

Abuse

- Is a form of maltreatment for a child. Someone may abuse or neglect a child by inflicting or failing to prevent harm.
- Children may be abused in a number of settings for example (but not limited to) in their family, organisation or community setting.
- In most cases they are abused by people who they know and occasionally by people they don't.
- Abuse can also take place online.
- Children may be abused by an adult or by other children / young people.

Physical Abuse

There are many forms of physical abuse it could be: (but not limited to)

- Hitting
- Shaking
- Burning
- Throwing
- Poisoning
- Burning and Scalding
- Drowning
- Suffocating

Parents or carers who fabricate symptoms or deliberately induce illness on children is also physical abuse.

Emotional Abuse

Emotional abuse can cause severe problems for children and young people, including emotional development.

There are many forms of emotional abuse it could be: (but not limited to) Conveying that the child is:

- Unloved
- Worthless
- Inadequate
- Not giving them the opportunity to express themselves.
- Not giving them the opportunity to have an opinion.
- Deliberately silencing them.
- Making fun of them.
- Bullying them.
- Not letting them join in with their peers.
- Doing anything that makes them frightened.

Neglect

Neglect is the persistent failure to meet a child or young persons physical or psychological needs, which can result in serious detriment to their health or development.

It can occur in many ways for example (but not limited to)

- During pregnancy as a result of substance abuse by the mother.
- Failing to provide adequate food or water.
- Failing to provide suitable clothing.
- Failing to provide suitable shelter.
- Failing to protect them from physical or emotional harm.
- Failing to provide adequate supervision.
- Failing to provide medical care when needed.
- Failing to provide basic emotional care.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in any form of sexual activity, whether or the child is aware of what is happening or not. This can be by men, women or even other young people and children.

There are many forms of sexual abuse including (but not limited to)

- Physical contact
- Penetration
- Oral Sex
- Masturbation
- Kissing
- Touching and rubbing even with clothes on.
- Involving children in looking at sexual images.
- Involving children in watching sexual activities.
- Encouraging them to act in a sexual way.
- Grooming
- Photographing or videoing them.
- Online sexual abuse and inappropriate request/ behaviour.

Female Genital Mutilation

There is a legal duty on professionals and teachers to report any discovery of Female Genital Mutilation to any girls under the age of 18 to report this to the police. You can also report this to the designated safeguarding lead on the farm.

Child Sexual Exploitation and Child Criminal Exploitation

Child sexual exploitation (CSE) and Child criminal exploitation (CCE) are both forms of abuse and occur when an individual or group takes advantages to manipulate or deceive a child into a sexual or criminal activity. Age is not the only reason why they are coerced there are other factors such as (but not limited to)

- Age
- Gender
- Sexual identity
- Cognitive ability
- Physical strength
- Status

in some cases, the abuse will be in exchange for something the victim needs or wants, for financial benefit. The abuse could be:

- Perpetrated by individuals
- Perpetrated by groups of people.
- Perpetrated by men or women.
- Perpetrated by other children / young people.
- Can be a one-off occurrence
- A series of incidents.
- Could involve forced methods
- Could involve enticement-based methods.

Victims can be exploited even when the activity appears to be consensual, as well as being physical it can also be facilitated online.

Child on Child Abuse

All employees and volunteers need to be aware that children can abuse other children. For example (but not limited to)

- Bullying
- Cyberbullying
- Physical abuse kicking, hitting, shaking, biting, hair pulling, other physical harm.
- Sexual violence such as rape, assault by penetration and sexual assault.
- Sexual harassment such as sexual comments, remarks, jokes, online sexual harassment.
- Up skirting which usually involves taking a picture under a person's clothing without them knowing or consenting.
- Sexting

Violence - Serious

All employees and volunteers must be aware of indicators which may signal a child is at risk or involved with serious violent crime.

Signals may be (but not limited to)

- Increased absence from school.
- Changes in friendship or relationship groups with older individual or groups.
- Signs of self-harm
- Significant change in well being
- Signs of assault
- Unexplained injuries
- Unexplained new possessions or gifts which could indicate they have been involved or approached by individuals or criminal gangs.

Mental Health

All employees and volunteers must be aware that mental health problems may be an indicator that a child is experiencing:

- Abuse
- Neglect
- Exploitation

Employees & volunteers are well placed to observe children and identify any behaviour that may suggest they are experiencing or at risk of developing a mental health problem. Action must be taken to inform the Safeguarding lead who can refer the child to a mental health specialist.

Domestic Abuse

Domestic abuse can be:

- Psychological
- Physical
- Sexual
- Emotional
- Financial

Children can be victims of domestic abuse. They may see, hear or experience the effects of abuse within the home or within relationships. The effects can have a long-term impact on their health, well being and ability to learn.

Harm can include ill treatment and by witnessing' others being ill-treated.

What you should do with your concerns and how to respond to a child wanting to speak to you about abuse.

We advise employees and volunteers who are working with children and young people to keep in mind at all times that it is possible it will happen here. Safeguarding is a priority.

When you are concerned for the welfare of a child you must ALWAYS act in the best interest of that child. If a child or young person makes a disclosure / allegation of abuse about an adult or another child / young person you MUST:

- Listen to them or closely observe their behaviour.
- Try not to question the child in detail. If a child tells you someone has hurt them, listen carefully and tell them you have to tell someone who will stop it happening to them.
- Document what was said as soon as possible, covering as many of the details as you can accurately remember. This should be a true statement of what was said and not opinion based.
- Inform the Designated Safeguarding lead as soon as possible.
- If possible, inform the parent / carer of the disclosure unless it is the parent / carer is the person named as the abuser. If you feel by informing the parent / carer that it would put the child at risk then do not tell them.
- Do not discuss this with anyone else that does not need to know. You have to respect the child and families' rights to confidentiality.

If you have any concerns about a child but are unsure whether to share your concerns it is always best to raise your concerns with the Designated Safeguarding lead.

It is not your responsibility to investigate abuse it is only your duty to inform others. The responsibility of investigation lies with Children's Social Care and the Police.

What you should do if you feel this is urgent and needs to be investigated quickly and the Designated Safeguarding lead is not available:

You can contact The Social Care Team (Details on page 5)

- Tell them exactly what the child has disclosed to you.
- Document what was said as soon as possible, sign and date this and give a copy to The Social Care Team if they require it.

Allegations made against Employees / Volunteers

Every organisation that works with or comes into contact with children and young people need to be aware of the possibility of allegations being made against them or their colleagues.

You may have a close working relationship with someone on the farm that has had an allegation made against them. Although you may feel your colleague would not abuse you do need to take this allegation seriously and bring it to the attention of the Designated Safeguarding lead immediately.

Should an allegation be made against the Designated Safeguarding lead you must take this to the Deputy Safeguarding lead or to a company Director.

Some things you can do if there is no one else to speak with.

- Make sure the child / young person is safe away from the alleged person.
- Contact Childrens Social Care (as above)
- Contact the parents / carers of the child if advised to do so by Childrens Social services or the Police.
- You should follow appropriate disciplinary procedures; the alleged abuser should be immediately suspended from work until the outcome of the investigation is known.
- You should also consider if the alleged abuser has access to children anywhere else and whether those organisations need to be informed.

Safe Recruitment

Frampton Farm 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.

Frampton Farm has policies and procedures that cover the recruitment of all employees and volunteers.

Frampton Farms procedures are as follows:

- All prospective employees / volunteers will be interviewed during hours when no children or young people are on the premises.
- During the interview to establish their previous experience of working with children and young people environments.
- All prospective employees / volunteers must include details of their previous employment and name two referees. These should all be contacted prior to the persons first day of work, the reference request form will include questions about their suitability to work safely with children and young people.
- All prospective employees / volunteers will have to complete a Disclosure and Baring Service (DBS) check before their first day of work. Refusing to have a check will result in no job offer.
- All shortlisted candidates will be informed that online searches may be done as part of Frampton Farms due diligence checks.
- All successful new employees and volunteers will start on a probationary period.
- This policy will be made available to all employees and volunteers and will be part of their induction process. This must be read and signed by them.
- All staff after their probationary period will attend a Safeguarding course.

Frampton Farm –Standard Practice

- Has a written Safeguarding Children policy in place.
- Has a Designated Safeguarding lead who undertakes Managing Safeguarding training every 3 years.
- Has a Deputy Safeguarding lead who undertakes training every 3 years.
- All employees / volunteers will take basic safeguarding training every 3 years.
- Displays the name and contact details for the Designated Safeguarding lead in a place that is accessible to all employees, volunteers, children, young people, parents and carers. So, they know who to talk to if they have concerns.
- Has a designated folder that holds all DBS checks and safeguarding training records for all employees and volunteers.
- Observe Health & Safety Regulations through risk assessments and safe working practices.
- Has a qualified First Aid at Work person.
- Has fully stocked first aid kit.
- Has an accident / incident reporting procedure.
- Has an attendance record for every group for sessions run.
- A copy of the attendance record will be photographed on the lead teachers' phone and taken with him / her if the group are leaving the classroom to do activities on the farm.
- Deals with any allegation about a child, young person or adult in a confidential manner and only shares the information with anyone who needs to know.
- Will not allow any visitors to walk around the farm unsupervised when children / young people are on the premises.
- To always have a minimum of two staff with a group or individual child at all times. Staff to child ratio on the farm is 1-5. Any child or young person requiring 1.1, 1.2, 1.3, 1.4 care must bring a T/A, Teacher, parent or carer with them.
- If a child / young person has not been collected after a session then 2 employees / volunteers should remain with the child / young person.
- Children / Young people are only to be collected by the parent / carer or another person who has been given written consent by the parent / carer.

Frampton Farm Standard Behaviour Practice

We aim for Frampton Farm to be a safe place where everyone is treated as an equal, no one is discriminated against. We have some basic rules in place for all children, young people, employees and volunteers who are on our Farm:

Do:

- Treat others how you would expect to be treated yourself.
- Encourage everyone to feel comfortable and caring enough to point out attitudes / inappropriate behaviour.
- Avoid situations that compromise your relationship with others and maybe deemed as inappropriate.
- Respect everyone's right to personal privacy and protection, in a safe environment.
- Listen to everyone and adapt listening techniques for those with communication barriers.
- Provide access and space for children and young people to talk about concerns.

Don't:

- Permit abusive activities for example bullying, name calling.
- Have any inappropriate physical contact with children or young people.
- Show favouritism to any individual.
- Let allegations or suspicion go unrecorded / unreported.
- Jump to conclusions without knowing all of the facts.
- Believe it could never happen here or it could never happen to me.
- Make contact with any child or young person on social media.
- Share any of your personal contact details with young people.

Signed

Karen Friend

Designated Safeguarding Lead

Date: 09.09.23

Review Date 08.09.24