

Safeguarding Policy

Youth Resource Services (referred to as The Rendezvous) works to:

- Safeguard the welfare of the young people we work with by protecting them from physical, sexual and emotional harm and radicalisation.
- Support the creation of an environment where young people are listened to and are encouraged to talk about themselves, their lives, and any concerns they may have.

The Rendezvous will seek to safeguard young people by:

- Valuing them, listening to and respecting them.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Providing appropriate safeguarding training for staff, volunteers and trustees with annual refresher courses and Prevent and Channel training as appropriate to ensure awareness of the risks of radicalisation.
- Sharing information about child protection and good practice with young people, parents, staff and volunteers.
- Sharing information about concerns with agencies who need to know and involving parents and young people appropriately.
- Providing effective management for staff and volunteers through supervision, support and open communication.

The Rendezvous recognises that young people may suffer abuse in different ways:

Physically: Any purposeful acts of violence causing injury.

Sexually: The exploitation of authority or power to involve a child in sexual gratification.

Emotionally: Emotional ill-treatment or rejection affecting emotional or behavioural development.

Neglect: Failure to provide a young person with basic needs including access to adequate food, health care or education.

Staff and volunteers will be on guard to spot the signs and symptoms of abuse that can include:

- Physical signs such as changes in appearance, injuries and marks, and
- Changes to a young person's behaviour.

Responding to suspicions or allegations of abuse

Response to allegations made on the Rendezvous premises or through outreach sessions (eg streetwork)

Following any low risk disclosure or initial concern

- Staff/volunteers will offer support and guidance to the young person and ensure their current safety.
- Staff/volunteers will record incidents and make the Designated Safeguarding Leads aware of any potential for concern.

Following any disclosure or concern for a young person or vulnerable adult in immediate danger staff or volunteers will immediately contact:

- The designated safeguarding lead at the Rendezvous (Jemma Turner / Sarah Childs) with safeguarding concerns. In the event of the designated safeguarding officers being unavailable staff or volunteers should contact the most senior member of staff on the premises
- Or contact the police

The designated safeguarding leads will take responsibility for managing the disclosure process and contact The Local Authority Channel Referral and follow the Intervention Process

Dorset - 01202 228866 / <http://pandorsetscb.proceduresonline.com/>

Somerset – 0300 1232224 / <http://www.proceduresonline.com/swcpp/somerset/index.html>

999 - emergency services for an immediate response if appropriate.

Response to allegations made by during work in another formal setting (eg school, club):

- The staff member, volunteer or other Rendezvous representative will follow the above protocols but will refer to the setting's Designated Safeguarding Lead – eg secondary school DSL who will then manage the process for disclosure.

The appropriate external authority (Dorset MASH, Somerset Direct) has a responsibility to:

- Ensure a qualified social work assess the referral and a decision should be made about action to be taken (or not) by the relevant line manager within the time scale of one working day

Outcomes:

Whatever the outcome of a referral, if the referrer (ie The Rendezvous designated safeguarding lead) disagrees with the decisions and the difference of opinion with another agency cannot be resolved, the Designated Safeguarding Lead may raise the matter, following the guidance laid out in the appropriate escalation policy:

- Dorset - Escalation process - http://pandorsetscb.proceduresonline.com/chapters/p_escalation_pol.html
- Somerset – Resolving professional differences <https://sscb.safeguardingsomerset.org.uk/working-with-children/local-protocols-guidance/>

Radicalisation & Extremism:

With regards any young person at risk of being radicalised or extremism the designated safeguarding leads will contact:

- Dorset - MASH@dorset.pnn.police.uk
- Somerset - prevent@somerset.gov.uk
- 999 - emergency services for an immediate response if appropriate

Allegations made against staff, volunteers or other charity representatives:

With regards allegations made against a member of staff, volunteer or other representative of the charity the designated safeguarding leads will:

- Contact the local authority designated officer (LADO) within one working day of an allegation being made and prior to any further investigation taking place (Dorset – 01305 221122 / Somerset - 0300 123 2224) Note: The LADO's role is to provide advice and guidance to organisations dealing with allegations, to liaise with the police and other agencies, and to monitor the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.
- Follow the procedural guidelines according to:
Dorset - http://pandorsetscb.proceduresonline.com/chapters/p_alleg_against_staff.html
Somerset - <https://sscb.safeguardingsomerset.org.uk/working-with-children/allegations-management/>
- Be in contact with other relevant professional body as and when appropriate – eg British Association for Counsellors and Psychotherapists (Note: the BACP do not have any jurisdiction to consider criminal or civil law matters, or any matters which are not related to a therapeutically based service provided by a BACP member and do not accept any complaints for which legal action is in process or proposed. <https://www.bacp.co.uk/about-us/protecting-the-public/professional-conduct/article-126/> BACP Article 12.6 is reserved for issues such as criminal convictions or where disciplinary action has been taken by a member's employer.)

The Rendezvous will

- maintain records and respect confidentiality: The centre manager will inform the board of Trustees if appropriate of any serious issues of concern.
- undertake an annual safeguarding audit every June/July to review policy and procedures.

The Rendezvous acknowledges that the welfare of the individual is paramount:

Privacy and confidentiality will be respected where possible but if doing this leaves a young person at risk of harm, then the young person's safety will always come first.

* Our definition of radical or extreme ideology is 'a set of ideas which could justify vilification or violence against individuals, groups or self.'

Signed: Andrew May
Date: November 2019

Name and position: Chair of Trustees
Date for Review: November 2020

Other relevant policies include: safer recruitment, diversity, lone working, whistleblowing, counselling, e-safety, code of conduct