



Safeguarding Policy for Dicing With Life CIC

Dicing With Life CIC abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children and young people is paramount in all the work we do and in all the decisions we take
- All children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Some children and young people 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.

Purpose:

Dicing With Life CIC will:

- Protect children and young people who receive Dicing With Life CIC's services from harm. This includes the children of adults who use our services.
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working or volunteering on behalf of Dicing With Life CIC, including directors and committee members, paid staff, and volunteers. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

This policy is reviewed annually, or when new regulations or appointments require it.

Last Review Date:	7th November 2022	Date of Next Review:	7th November 2023
--------------------------	-------------------	-----------------------------	-------------------

Definitions:

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.

Adult at Risk:

- An adult who has needs for care and support (whether or not the authority is meeting any of those needs),
- is experiencing, or is at risk of, abuse or neglect, and
- as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Child and Adult Abuse: Children and adults 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
- Grooming
- Historical abuse
- Online abuse

Safeguarding children: Safeguarding children is defined in [Working Together to Safeguard Children 2018](#) as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

Safeguarding as Part of the Local Community:

In safeguarding children and young people, Dicing With Life CIC is committed to the [principles of the BHR Safeguarding Partnership](#), which oversees safeguarding arrangements in the London Borough of Havering.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Dicing With Life CIC has arrangements in place that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

The Prevent duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty. These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have Prevent duties if they perform delegated local authority functions.

Children and young people can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Training and Awareness:

Dicing With Life CIC will ensure an appropriate level of safeguarding training is available to its Directors, Committee, Employees, Volunteers and any relevant persons linked to the organisation who require it (e.g. contractors).

For all employees who are working or volunteering with children and young people, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children and young people.
- Recognise a child or young person potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children and Young People Policy.

BHR Safeguarding Partnership provides free safeguarding training for community groups from <https://www.redbridgescp.org.uk/training-2/training-programme-2020-2021/>

Similarly, employees and volunteers may encounter concerns about the safety and wellbeing of an adult at risk of abuse. For more information about adults safeguarding, refer to Dicing With Life CIC Adults Safeguarding Policy.

Confidentiality and Information Sharing:

Dicing With Life CIC expects all employees, volunteers, directors and committee members to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if a child or young person is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**. For further guidance on information sharing and safeguarding see Dicing With Life CIC's privacy policy.

Recording and Record Keeping:

A written record must be kept about any concern regarding a child or young person with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Safe Recruitment & Selection:

Dicing With Life CIC is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children and young people from people unsuitable to work with them or have contact with them.

Dicing With Life CIC has policies and procedures that cover the recruitment of all directors, committee members, employees and volunteers – Dicing With Life CIC Code of Conduct.

Social Media:

All employees and volunteers should be aware of Dicing With Life CIC social media policy and procedures and the code of conduct for behaviour towards the children and young people we support.

Use of Mobile Phones and other Digital Technology:

All employees, directors, committee members and volunteers should be aware of Dicing With Life CIC policy and procedures regarding the use of mobile phones and any digital technology and understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

Whistleblowing:

It is important that people within Dicing With Life CIC have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by Dicing With Life CIC to protect whistleblowers.

Further information can be found on the BHR Safeguarding Partnership website:

<https://www.redbridgescp.org.uk/>

Reporting Safeguarding Concerns:

Any person with a safeguarding concern related to a child or young person attending Dicing With Life CIC events or activities should contact the Senior Lead for Safeguarding. Should the Senior Lead for Safeguarding be unavailable, a report can be made to the Deputy Senior Lead for Safeguarding or the Committee Member for Safeguarding.

Dicing With Life CIC employees, volunteers, directors and committee members made aware of an issue by another person attending Dicing With Life CIC events or activities should report this immediately to the Senior Lead for Safeguarding.

All reports will be taken seriously and any person making a report will be treated sensitively and without judgement.

Dicing With Life CIC will prepare a clear and factual written statement with details of what has been seen or heard and will request consent to share any information given. If consent is not given, information may still be shared with relevant professionals under specific circumstances, for example, where a child or young person would be protected from serious harm. Information will only be shared securely with people who have the need or the right to know. A record will be kept stating the reasons for sharing information.

In addition to this report, other reports may also be written, including:

- an internal incident report
- a referral report for social services
- a referral report for the police
- a report for any relevant partner organisation involved in the event or activity being delivered

Information created and shared will depend upon the exact nature of the reported incident or issue, and will be decided in accordance with 'Confidentiality and Information Sharing' and 'Recording and Record Keeping' (page 3) above. For further details about all forms of complaint or concern, and how they are dealt with and escalated, please see the Dicing With Life CIC Code of Conduct.

Contact may be made via email, telephone (text or phone call) or in person to the Senior Lead for Safeguarding (or Deputy Senior Lead for Safeguarding or Committee Member for Safeguarding, if the Senior Lead for Safeguarding is unavailable) using the contact details given below. Contact details will be reviewed in accordance with the policy review schedule, and at any time a new postholder is appointed.

Important Contacts:

Senior Lead for Safeguarding

Name: Lauren Gee
Email address: lauren@dicingwithlife.com
Telephone number: 07718 999164

Deputy Senior Lead for Safeguarding

Name: Dan Smith
Email address: dan@dicingwithlife.com
Telephone number: 07792 212778

Committee Member for Safeguarding

Name: Michael Warden
Email address: mike@dicingwithlife.com
Telephone number: 07708 746400

Havering Council Child Protection Team

01708 433222 (Monday to Friday, 9am to 5pm)
01708 433999 (out of hours and weekends)
[Online form to report a concern with a child](#)

Havering Council Early Help Assessment

[Early Help Assessment website](#)

Designated Officer

LADO@havering.gov.uk
01708 431653
[Online Notification Form](#)

Police

Emergency – 999
Non-emergency – 101

NSPCC Helpline

0808 800 5000