



Survivors'
Network

Survivors' Network Safeguarding Children and Young People Policy

Key Contact: CEO and Head of Operations

Date Agreed: May 2021

Review Date: June 2024

Safeguarding Children and Young People Policy

The purpose and scope of this policy statement

Survivors' Network is part of the Rape Crisis Network of services supporting survivors (of all ages and genders) of sexual violence and abuse in Sussex. Our vision is that we all unite to confront sexual violence, abuse and harassment so that no one has to face the impacts alone.

It is crucial that the staff of Survivors' Network uphold the highest standards of professional and ethical conduct while working for Survivors' Network since the actions of all staff reflect on the reputation and principles of the Survivor's Network.

The purpose of this policy document is:

- to protect children and young people who receive Survivors' Network services from harm. This includes the children of adults who use our services;
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to safeguarding children.

Survivors' Network is committed to preventing the abuse of children and condemns the silence that surrounds child abuse. We aim to build a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

This policy is mandatory and applies to all staff (sessional and contracted), trustees, external supervisors, consultants, and volunteers in Survivors' Network. It is essential that all staff, trustees, volunteers, beneficiaries, donors and the general public are aware of its central messages and any duties/responsibilities it places on them.

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 here:

<https://learning.nspcc.org.uk/child-protection-system/england>

Supporting documents

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

- Safeguarding Children and Young People Procedure
- Professional Code of Conduct
- Dignity at work policy
- Guidance for supporting suicidal clients
- Code of Conduct – safeguarding children (mandatory to read and sign during induction)
- Data Protection Policy and Guidance for staff on data protection
- Confidentiality Policy
- Staff recruitment policy
- Health and Safety Handbook
- Lone-working policy
- Complaints policy
- Volunteer Policy
- Whistleblowing Policy
- Safeguarding Adults Policy
- Grievance procedure
- Disciplinary procedure

Key Safeguarding contacts

Named Person Responsible for Safeguarding Children: Survivors' Network CEO

Trustee Directly Responsible for Safeguarding Children: The Chair of the Board

We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take. All children have an equal right to protection from all types of harm or abuse and we recognise the additional intersections and needs that may arise from age, disability, gender reassignment, gender identity, race, religion or belief, sex, or sexual orientation
- 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.

The Survivors' Network management team aims to be open and inclusive. If you have concerns about staff or child welfare we have an "open-door policy" whereby concerns can be raised both formally and/or informally with any member of the management team.

Training

All Survivors' Network staff will have compulsory statutory training in Safeguarding Children once every three years. Additionally those who are in frontline roles and those who support operational staff will have yearly refresher training with an emphasis on best practice and internal procedure.

Supervision and Support

Survivors' Network is committed to providing effective management and support for staff and volunteers through supervision to identify any gaps in practice or knowledge in relation to safeguarding. Volunteers and therapists receive clinical supervision while staff receive line management and clinical supervision. Safeguarding is covered in case management meetings and within supervision.

Recording

All safeguarding concerns, actions and correspondence will be stored professionally and securely in line with data protection legislation and guidance. See the Confidentiality Policy, Data Protection Policy and Data Protection guidance for staff.

Safe environment

Staff will ensure that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance. See our Health and Safety policy and Lone working Policy for details.

Raising complaints / whistleblowing

Survivors' Network are committed to ensuring that we have effective complaints and whistleblowing measures in place. Details of how we respond if a member of staff, volunteer, trustee, client, or member of the public believes that a Survivors' Network member of staff, volunteer or trustee has behaved in a way that has caused harm to a child or exposed a child to harm or behaved in a way that indicates that they are unsuitable to work with children, either in their present role or in any capacity, are escalated through the established safeguarding processes.

Survivors' Network Safe Recruitment Practices

Survivors' Network is committed to recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made, as outlined in the Recruitment policy.

Appendix 1:

Survivors Network Safeguarding Flow chart

