

4. safeguarding statement of purpose

introduction

asphaleia is committed to safeguarding and promoting the welfare of the children and young people we work with. We believe all children and young people have the right to learn and be supported in a safe, secure and supportive environment. We expect all staff and volunteers to share this commitment as we feel this is vital to the positive outcomes for child and young people we support.

organisational practices

safeguarding policies

asphaleia's policies are divided into nine sections for ease of reading and reference. Whilst there is a dedicated section to safeguarding, there are many policies that sit in other sections which document and relate to safeguarding practices. For example the allegations policy is within the Employment section.

The policies relating to safeguarding are listed below:

1. *Organisational section*
 - 1.1 Confidentiality and information sharing
 - 1.2 Data protection and GDPR
 - 1.11 Safer recruitment
 - 1.12 Working professionally
 - 1.13 Social media
 - 1.15 Trauma informed practice
 - 1.16 Agency staffing
 - 1.19 Complaints
2. *Employment section*
 - 2.1 Staff disciplinary
 - 2.2 DBS, barred and prohibition
 - 2.3 Health and wellbeing
 - 2.8 Staff disclosure
 - 2.12 Staff supervision
 - 2.15 Whistleblowing
 - 2.16 Allegations
 - 2.17 Grievance
3. *Health and safety section*
 - 3.3 Business continuity
 - 3.4 Fire safety, first aid and mental health first aid
 - 3.5 Incident management and notification
 - 3.6 Lone working
 - 3.8 Offsite activities and visit risk management
 - 3.9 Duty and out of hours
 - 3.10 Precautionary measures
4. *Safeguarding section*
 - 4.1 Anti-bullying, harassment and violence
 - 4.2 Child protection and safeguarding vulnerable adults
 - 4.3 Child sexual exploitation
 - 4.4 Missing persons
 - 4.5 Pregnant service users
 - 4.6 Prevent
 - 4.7 Safe caring
 - 4.8 Media use of images

- 4.9 Nudes and semi-nudes imagery
 - 4.10 Female genital mutilation
 - 4.11 Modern slavery
 - 4.12 Gang association and serious violence
 - 4.13 Engaging male role models
 - 4.14 Child on child abuse
 - 4.15 Child criminal exploitation
 - 4.16 Online safety
 - 4.17 Substance misuse and management
 - 4.18 Social, emotional and mental health
 - 4.19 Health and wellbeing (children and young people)
5. Children and young people's section
- 5.2 Child and young person's complaints

Each venture of asphaleia has their own policy section which will document further venture specific practices. They are:

- 6. asphaleia fostering (registered fostering agency)
- 7. asphaleia action (registered charity)
- 8. asphaleia training (registered training provider)
- 9. asphaleia care (supported accommodation provider)

safeguarding overview

Specific practice details and processes are explained in the policies, however, below is an overview of our commitment, management and oversight of safeguarding within our service provision.

All asphaleia policies and procedures are created and developed to work within Statutory Guidance, Legislation and Regulations. Some of which are:

- Care Standards Act 2000
- Children's Commissioner: Keeping Kids Safe; Improving safeguarding responses to gang violence and criminal exploitation, February 2019
- College of policing – Guidance on the management, recording and investigation of missing persons
- Counter Terrorism and Security Act 2015
- Data Protection Act 2018
- Department for Education: Child sexual exploitation; Definition and a guide for practitioners, local leaders and decision makers working to protect children from child exploitation, February 2017
- Department for Education: Statutory guidance on children who run away or go missing from home or care, January 2014
- Department for Education: Statutory Guidance; Care of unaccompanied migrant children and child victims of modern-day slavery, November 2017

- Education Act 2011
- Female Genital Mutilation Act 2003
- Forced Marriage Act 2007
- Fostering Services: National Minimum Standards, 2011
- Fostering Services Regulations 2011
- General Data Protection Regulation 2018
- Guide to the Supported Accommodation Regulations including Quality Standards, March 2023
- Guidance on Children who run away from home or go missing 2014
- HM Government: Information sharing; Advice for practitioners providing safeguarding services to children, young people, parents and carers, July 2018
- HM Government: Multi-agency Statutory Guidance on Female Genital Mutilation, July 2020
- Home Office: Criminal exploitation of children and vulnerable adults; County Lines Guidance, September 2018
- Home Office: Revised Prevent duty guidance: for England and Wales, updated April 2021
- Information Sharing: advice for practitioners providing safeguarding services to children, young people, parents and carers, May 2024
- Keeping Children Safe in Education 2024
- Modern Slavery Act 2015
- National protocol on reducing criminalisation of looked after children and Care Leavers 2018
- Policing and Crime Act 2017
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- The Care Act 2014
- The Children Act 2004
- The Children and Social Work Act 2017
- The Francis Review: Freedom to Speak Up, 2015

- The Supported Accommodation (England) Regulations 2023
- Working Together to Safeguard Children 2023

This list is by no means exhaustive.

We work with other agencies such as Social Care, Schools and Mental Health Workers to name a few. When working with other professionals we share information as appropriate according to policy.

We actively work within, promote and understand our Prevent Duty to tackle the current issues of radicalisation and extremism. We make children and young people aware of safe lifestyles and promote safeguarding issues with them.

All asphaleia staff and volunteers are recruited in line with safer recruitment practices and are trained to a level of safeguarding understanding and knowledge dependant on their job role.

asphaleia has a Safeguarding Team encompassing four appointed and suitably qualified staff: a named Designated Safeguarding Lead for our training services (DSL), and three Deputy Designated Safeguarding Lead's (DDSL). All trained to Level 3 Designated Safeguarding. asphaleia has a Designated Mental Health Worker who also sits within the Safeguarding Team and is invited to attend as is appropriate. The aim of the team is to provide prevention, proactive learning activities for all staff, children and young people and be responsive in providing intervention to all elements of safeguarding as required. Chaired by Managing Director, the team meet monthly to review policy and practice, highlight any improvements and implement them. The team review all contracts of service, Local Authority protocols and are registered to receive updates from a variety of sources we work with to ensure compliance and ongoing good practice. We have a Safeguarding Quality Improvement Plan which takes into account the changes in safeguarding legislation and guidance, as well as the improvement of our practices. See below for more information.

In addition to this team we have safeguarding hubs that meet routinely for each venture. The hub discusses both proactive and reactive practices including current safeguarding concerns, safeguarding related topics, local risks, staff and service users awareness. Participants of this hub offer a range of knowledge and breadth of service delivery for sustained practice and implementation of our safeguarding policies and procedures. In collaboration with the HR Department, we hold an organisational annual HR and safeguarding conference week.

The Safeguarding Team work alongside the Duty Team to ensure all safeguarding incidents are dealt with efficiently and in line with policy, legal and contractual obligations. We have built relationships with LADO's, other Local Authority Services and professionals as multi-agency working is vital for any safeguarding issue. External notifications are managed by the registered manager and the Safeguarding Team, although all staff have access to Local Authority Child Protection Teams. The risk register is an internal register managed by the Safeguarding team, which names every child or young person involved in an incident, we have concerns about. The safeguarding team oversee an intervention planner and those children or young people who have vulnerabilities such as an EHCP, at risk of missing, exploitation or are on a child protection plan. The Safeguarding Team discuss 'at risk' service users at the hubs and will initiate any further action required to ensure asphaleia work collaboratively to support the child or young person. Directors meet monthly to review service data and work closely with the Safeguarding Team on staff training and policy implementation.

To ensure children and young people are safe, it is imperative that they are included in learning and knowledge alongside staff. asphaleia staff are trained to the organisational training matrix which includes mandatory training for all and job role specific training. The Safeguarding Team, alongside delivery staff conduct workshops, lessons, drop in sessions, 1-1 sessions and attend house meetings with children and young people. They will also ensure relevant information is displayed in our training centres and accommodations. The team receive emerging locality risk information from relationships with PCSO's, strategic meetings

attended, and district and boroughs shared intel to further inform proactive activities. The sessions and information shared includes information on how to keep safe, how to ask for help, local information and is additionally, a way of asphaleia gaining feedback from children and young people to specifically target themes they are concerned about or would like more information about.

asphaleia is fully committed to promoting and managing safeguarding in all ventures. This requires staff's continuous attitude, attention and learning and development of organisational practices and policy.

A handwritten signature in black ink, appearing to read 'R. D. Sp.', is positioned below the text.