SAFEGUARDING POLICY

STATEMENT OF GENERAL POLICY

Sean Bailey Wellness CIC fully accepts the obligations placed upon it by the various Acts of Parliament covering Safeguarding. The Company requires its Directors to ensure that the following policy is implemented and to report annually on its effectiveness.

MANAGEMENT ORGANISATION AND ARRANGEMENTS

Sean Bailey Wellness CIC will not tolerate the abuse of children in any of its forms and is committed to safeguarding children with care and support needs from harm.

This policy outlines the steps Sean Bailey Wellness CIC will make to safeguard children with care and support needs if they are deemed to be at risk or at risk. This policy sets out the roles and responsibilities of Sean Bailey Wellness CIC in working together with other professionals and agencies in promoting the children's welfare and safeguarding them from abuse and neglect.

Sean Bailey Wellness CIC will ensure that safe and effective working practices are in place.

> This policy is intended to support staff and volunteers working within Sean Bailey Wellness CIC to understand their role and responsibilities in safeguarding children. All staff and volunteers are expected to follow this policy.

The key objectives of this policy are for all employees and volunteers of Sean Bailey Wellness CIC to:

- have an overview of safeguarding children
- be clear about their responsibility to safeguard children
- ensure the necessary actions are taken where a child with care and support needs is deemed to be at risk

This policy is based on:

- The Care Act 2014 and the Care and Support statutory guidance
- Under the Human Rights Act 1998, everyone has the right to live free from abuse and neglect. https://www.equalityhumanrights.com/en/human-rights/human-rights-act

WHAT IS SAFEGUARDING?

'Safeguarding means protecting an individual's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the individuals wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that individuals sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.'

Care and Support Statutory Guidance, Department of Health, updated February 2017

All children should be able to live free from fear and harm. But some may find it hard to get the help and support they need to stop abuse.

Children may be unable to protect themselves from harm or exploitation due to many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities. This could be a child who is usually able to protect themselves from harm but maybe unable to do so because of an accident, disability, frailty, addiction or illness.

Sean Bailey Wellness CIC adheres to following the six key principles that underpin safeguarding work:

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

Sean Bailey Wellness CIC will not tolerate the abuse of children. All staff and volunteers should ensure that their work reflects the principles above and ensure the individual with care and support needs is involved in their decisions and informed consent is obtained. Sean Bailey Wellness CIC should ensure that the safeguarding action agreed is the least intrusive response to the risk. Partners from the community should be involved in any safeguarding work in preventing, detecting and reporting neglect and abuse. Sean Bailey Wellness CIC should be transparent and accountable in delivering safeguarding actions.

Sean Bailey Wellness CIC recognises that the following are categories of abuse and indicators of abuse.

PHYSICAL ABUSE

Definition: Causing physical harm to a child or vulnerable person by hitting, shaking, throwing, poisoning, burning, drowning, suffocating, or otherwise causing physical harm.

Indicators:

- Unexplained bruises, bites, burns, fractures
- Injuries in unusual places (e.g., backs, buttocks, thighs)
- Frequent or multiple injuries (especially if of different ages/healing stages)
- Fearfulness, flinching when approached
- Aggressive behaviour or withdrawn behaviour
- Inconsistent or implausible explanations for injuries
- Reluctance to change clothes for PE or activities

EMOTIONAL ABUSE

Definition: Persistent emotional maltreatment causing severe and persistent adverse effects on emotional development. This includes conveying that someone is worthless, unloved, inadequate, or only valued when they meet another's needs.

Indicators:

- Low self-esteem, self-criticism
- Sudden speech disorders
- Developmental delay without medical reason
- Overreaction to mistakes, fear of new situations
- Excessive need for approval or attention
- Self-harm behaviours (cutting, head-banging)
- Lack of attachment to caregiver or overly anxious to please

SEXUAL ABUSE

Definition: Forcing or enticing someone to take part in sexual activities, whether they are aware of what is happening. This includes non-contact activities (e.g., looking at sexual images) as well.

Indicators:

- Sexual knowledge or behaviour inappropriate to age/stage
- Sudden changes in behaviour — withdrawal, aggression, fear
- Pain, itching, bruising, bleeding in genital or anal areas
- STIs or pregnancy, especially underage
- Difficulty sitting or walking
- Nightmares, bedwetting, fear of being alone with certain people
- Drawing sexually explicit images or talking about sexual acts

NEGLECT

Definition: Persistent failure to meet basic physical or psychological needs, likely to result in serious impairment of health or development.

Indicators:

- Poor hygiene, dirty clothes, severe body odor
- Constant hunger, stealing or hoarding food
- Untreated medical issues (infections, sores, dental problems)
- Poor growth or weight gain/failure to thrive
- Frequent absenteeism from school or activities
- Inappropriate clothing for the weather
- Tiredness, sleeping in class, extreme listlessness

CHILD SEXUAL EXPLOITATION (CSE)

Definition: Exploiting children for sexual purposes in exchange for something (money, gifts, affection, status).

Indicators:

- Unexplained gifts, cash, mobile phones
- Secretive behaviour, talking to unknown adults online

- Older boyfriends/girlfriends
- Missing episodes from home or school
- Substance misuse
- Sexually transmitted infections
- Sudden changes in appearance or behaviour

Child Criminal Exploitation (CCE) / County Lines

Definition: Forcing or coercing children into criminal activities like drug trafficking or theft.

Indicators:

- Unexplained money or expensive possessions
- Missing from school or home
- Gang associations
- Carrying weapons
- Aggressive or volatile behaviour
- Frequent train or bus journeys to unusual locations

The presence of any indicator does not prove maltreatment but should prompt further exploration and safeguarding action in line with this policy.

MANAGEMENT RESPONSIBILITIES

The Directors have overall responsibility for the implementation of the Company's policy. In particular they are responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored.

REPORTING CONCERNS

Who do I go to if I am concerned?

The named responsible person for safeguarding duties for Sean Bailey Wellness CIC is LIAM KEENAN and can be contacted via the following methods –

07388 573840 or email liam@seanbaileywellness.com

Alternatively anyone with safeguarding concerns can contact SEAN BAILEY for any concerns/queries they have regarding safeguarding children and can be contacted via the following methods:

07368 404928 or email sean@seanbaileywellness.com

A log of the concern must be kept.

The DIRECTORS will also ensure that the safeguarding children's policies and procedures are in place and up to date. They will ensure a safe environment is promoted for staff and volunteers and children accessing the service.

LIAM KEENAN OR SEAN BAILEY will be responsible to make decisions about notifying any Local authorities.

Staff and volunteers at Sean Bailey Wellness CIC who have any children safeguarding concerns should:

RESPOND

- Take emergency action if someone is at immediate risk of harm/in need of urgent medical attention. Dial 999 for emergency services
- Get brief details about what has happened and what the children would like done about it, but do not probe or conduct a mini-investigation
- Highlight and record concerns immediately to SEAN BAILEY or KRISHNAN PATEL before deciding to take action and to report the concern.

RECORD

- As far as possible, records should be written contemporaneously, dated and signed.
- Keep records about safeguarding concerns confidential and in a location where the alleged abuser will not have access to the record.

REFER

In making a decision whether to refer or not, the designated safeguarding lead should take into account:

- the children's wishes and preferred outcome
- the safety or wellbeing of children or other children with care and support needs
- whether there is a person in a position of trust involved
- whether a crime has been committed

This should inform the decision whether to notify the concern to the following people:
the police if a crime has been committed and/or
relevant regulatory bodies such as Care Quality Commission, Ofsted, Charities commission
family/relatives, local authorities as appropriate.

The designated safeguarding lead should keep a record of the reasons for referring the concern or reasons for not referring.

Incidents of abuse may be one-off or multiple and may affect one person or more. Staff and volunteers should look beyond single incidents to identify patterns of harm. Accurate recording of information will also assist in recognising any patterns.

RECRUITMENT OF STAFF AND SAFEGUARDING TRAINING

We will provide clear job descriptions and person specifications for all job roles, outlining the necessary qualifications, skills, and attributes required for the position.

All recruitment advertising will be conducted in a transparent and non-discriminatory manner, adhering to equal opportunities principles. Job postings will clearly state the commitment to safeguarding and our expectations regarding staff conduct.

All employees will be required to undergo enhanced DBS checks and if necessary previous employment reference checks. Within this process, staff will need to verify their identity, and address history.

All staff will be required to undergo safeguarding training as part of their role, including online and face to face training. All staff will need to meet a relevant criteria throughout their trancing, ensuring that they are equipped with the knowledge and skills necessary to fulfil their safeguarding responsibilities.

ROLES AND RESPONSIBILITIES

All staff, management, trustees and volunteers at Sean Bailey Wellness CIC are expected to report any concerns to the named person for safeguarding. If the allegation is against one of Sean Bailey Wellness CIC members, volunteers, trustees or directors, seek advice from Sean Bailey Wellness CIC safeguarding leads, LIAM KEENAN or SEAN BAILEY.

The designated safeguarding children lead should be responsible for providing acknowledgement of the referral and brief feedback to the person raising the original concern. Feedback should be given in a way that will not make the situation worse or breach the Data Protection Act. If the police are involved, they should be consulted prior to giving feedback to the referrer to ensure any criminal investigation is not affected.

The local authority will decide on who will lead on a safeguarding enquiry should it progress to that stage. The named organisation should not conduct its own safeguarding enquiry unless instructed to do so by the local authority.

Staff and volunteers should ensure that the children with care and support needs is involved at all stages of their safeguarding enquiry ensuring a person-centred approach is adopted.

Version	Policy Detail	Date	Reviewed By:
0.3	Updates to named contacts and contact methods	19/12/2022	Sean Bailey, Krishnan Patel
0.4	Annual policy review	19/12/2023	Sean Bailey, Krishnan Patel
0.5	Combined safe recruitment policy details into combined policy	06/01/2024	Sean Bailey, Krishnan Patel
0.6	Included types of abuse and indicators of abuse	27/04/2025	Sean Bailey, Liam Keenan
0.7*	DSL updated and policy reviewed	01/03/2026	Sean Bailey, Liam Keenan

*states current version