

The Neurodiversity Family Hub C.I.C (NDFH)

Controlled Document

Document Name:	Safeguarding Policy Statement
	Document Reference Number: Pol 1
Document Version Number	1
Agreed by Directors on:	1st July 2023
Validated by Advisory Board on:	1st July 2023
Review Schedule	Every year
Next review due	1st July 2024
Owner (Responsibility)	Sonay Ozkutayli

Document Description

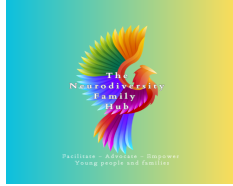
The purpose and scope of this policy statement are that "The Neurodiversity Family Hub C.I.C." aims of the business is to create a supportive, inclusive, and empowering community around Neurodiverse people under the age of 18 years old in Southwark. We want to provide a safe space for neurodiverse young people who may be misunderstood and marginalised due to their neurodivergent traits. We want to accompany their supporters in their care duties, understanding and promoting neurodiversity.

Implementation & Quality Assurance

Implementation is immediate and this Policy shall stay in force until any alterations are formally agreed.

The Policy will be reviewed every year by the Advisory Board and Directors, sooner if legislation, best practice or other circumstances indicate this is necessary.

All aspects of this Policy shall be open to review at any time. If you have any comments or suggestions on the content of this policy please contact Sonay Ozkutayli sonay.ozkutayli@theneurodiversityfamilyhub.org



The purpose of this policy statement is:

- To protect children and young people who receive “The Neurodiversity Family Hub’s” 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 child protection.
- This policy applies to anyone working on behalf of The Neurodiversity Family Hub, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff, and students.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy, and guidance that seeks to protect children in England.

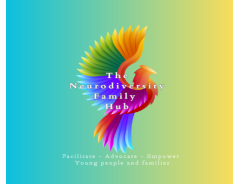
A summary of the key legislation and guidance is available from [nspcc.org.uk/childprotection. https://learning.nspcc.org.uk/child-protection-system/england](https://learning.nspcc.org.uk/child-protection-system/england)

Supporting documents:

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

- Role description for the designated safeguarding officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Child protection records retention and storage
- Code of conduct for staff and volunteers
- Behaviour codes for children and young people
- Photography and sharing images guidance
- Safer recruitment
- Online safety
- Anti-bullying
- Managing complaints
- Whistleblowing
- Health and safety
- Induction, training, supervision and support
- Adult-to-child supervision ratios

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 practice in a way that protects them.

We recognise that:

The welfare of children is paramount in all the work we do and all the decisions we make, working in partnership with children and Young people, their parents, carers, and other agencies are essential in promoting young people's welfare

All children, 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,

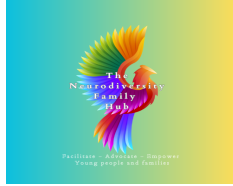
Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or other issues.

Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

- Safeguarding children who come from Black, Asian, and minoritised ethnic communities
- Safeguarding d/Deaf and disabled children and young people
- Safeguarding LGBTQ+ children and young people
- Safeguarding children with special educational needs and disabilities (SEND).

We will seek to keep children and young people safe by:

- Valuing, listening to, and respecting them
- Appointing nominated child protection lead for children and young people, A deputy, and a lead trustee/board member for safeguarding
- Adopting child protection and safeguarding best practices through our policies, procedures, and code of conduct for staff and volunteers
- Developing and implementing an effective online safety policy and related procedures
- Providing effective management for staff and volunteers through supervision, support, training, and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures, and behaviour codes confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Recording, storing, and using information professionally and securely, in line with data protection legislation and guidance



- Sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work, and one-to-one discussions
- Making sure that children, young people, and their families know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involve children, young people, parents, families, and carers appropriately
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place
- 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
- Building a safeguarding culture where staff and volunteers, children, young people, and their families treat each other respectfully and are comfortable sharing concerns.

Nominated Child Protection Lead

Name: Sonay Ozkutayli

Phone/email: 07466792753 / sonay.ozkutayli@theneurodiversityfamilyhub.org

Deputy child protection lead(s)

Name(s): Marine Harrington

Phone/email: 07703326474 / marine.bernierharrington@theneurodiversityfamilyhub.org

Date:.....01/07/2023.....

Signed: