



Safeguarding Policy

Freddie Farmer Foundation is fully committed to safeguarding the welfare of all children and young people. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children and young people from harm, abuse and exploitation. All employees will endeavour to work together to encourage the development of an ethos, which embraces difference and diversity and respects the rights of children and young people.

Freddie Farmer Foundation will:

- ensure that all staff understand their legal and moral obligations to protect children and young people from harm, abuse and exploitation.
- develop best practice in relation to the recruitment of all staff.
- ensure that all staff understand their responsibility to work to the standards and procedures detailed in Chartered Society of Physiotherapy Code of Conduct.
- ensure that all staff understand their obligations to report care or protection concerns about a child/young person to the Practice Manager as protection designate.
- ensure that all procedures relating to the conduct of staff are implemented in a consistent and justifiable manner.
- ensure that the designated person understands his/her responsibility to refer any child/young person/protection concerns to the statutory child protection agencies (i.e. Police and/or Social Work/Case Manager)
- provide opportunities for all staff to develop their skills and knowledge particularly in relation to the care and protection of children/young person.
- ensure that children/young person are enabled to express their ideas and views on a wide range of issues.
- ensure that parents/carers are encouraged to be involved in their continuing therapy and are supported by appropriate guidelines and procedures
- endeavour to keep up-to-date with national developments relating to the care and protection of children/young person.

Main Principles

1. The child's welfare is paramount
2. All children, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity, have the right to protection from abuse.
3. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
4. The abuse of children is an abuse of their rights as set out in the UN Convention on the Rights of the Child.
5. Child abuse is never acceptable.
6. Anyone under the age of 18 years should be considered a child for the purposes of this document.

Freddie Farmer Foundation recognises its legal duty to work with other agencies in protecting children from harm and responding to child abuse. To this end:

- Freddie Farmer Foundation staff seek to adopt an open and accepting attitude towards children as part of their responsibility for pastoral care. Children's worries and fears will be taken seriously if they seek help from a member of staff.
- If Freddie Farmer Foundation staff have significant concerns about any child which may indicate physical abuse, emotional abuse, sexual abuse, or neglect, they should immediately inform a Senior Staff member who will liaise with the relevant authorities.
- Freddie Farmer Foundation staff will not, however, carry out investigations, nor decide whether children have been abused. That is a matter for specialist agencies.
- Freddie Farmer Foundation will ensure that bullying is identified and dealt with so that any harm caused by another person can be minimised. All children will be encouraged to show respect for others and take responsibility for protecting themselves.
- Parents and other responsible adults can feel confident that careful procedures are in place to ensure that all staff appointed are suitable to work with children. All staff are enhanced DBS checked.
- In the unlikely event that it is necessary to use physical force to protect a child from physical injury, to prevent a child from harming others, or if any child is injured accidentally, parents and/or the relevant authorities will be informed immediately. Children will not be punished by any form of hitting, slapping, shaking or other degrading treatment.
- The high staff to client ratio that Freddie Farmer Foundation always tries to operate will in itself provide a degree of protection both to children, parents and to staff.
- If, during a session or activity, a child is accidentally hurt, the child seems distressed in any manner, appears to be sexually aroused by the actions of a member of staff, or misunderstands or misinterprets something they have done, the member of staff will report any such incident to a Senior Staff Member as soon as possible and write a report in the Incident Report File. If appropriate, parents and/or staff from the relevant organisation will be informed of the incident.

Good Practice Guidelines Adopted by Freddie Farmer Foundation

Because of the infinite variety of situations that occur when working with children in a variety of contexts this cannot be a comprehensive list. However, we always aim to work to the following principles:

- Always be publicly open when working with children
- Maintain an open-door policy or line of sight with others when working on a one to one basis with children.

Freddie Farmer Foundation staff will never:

- Engage in sexually provocative games
- Allow or engage in inappropriate touching of any form
- Allow the use of inappropriate language unchallenged
- Make sexually suggestive comments to a child even in fun
- Let allegations a child makes go unchallenged, unrecorded, or not acted upon

Safeguarding and promoting the welfare of children is everyone's responsibility. No single professional can have a full picture of a child's needs and circumstances. Everyone who comes into contact with children and their families has a role to play in safeguarding children (including identifying concerns, sharing information and taking prompt action). In order to fulfil this responsibility effectively, all staff should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

Information for Parents, Carers & The Community: www.bromleysafeguarding.org

Indicators and types of Child Abuse

Child abuse happens when a person – adult or child – harms a child. It can be physical, sexual or emotional, but can also involve a lack of love, care and attention. Neglect can be just as damaging to a child as physical or sexual abuse.

Children may be abused by:

- family members
- friends
- people working or volunteering in organisational or community settings
- people they know
- or, much less commonly, by strangers

Children suffering abuse often experience more than 1 type of abuse. The abuse usually happens over a period time, rather than being a single, isolated incident. Increasingly, abuse can happen online.

General signs of abuse

Children who suffer abuse may be afraid to tell anybody about the abuse. They may struggle with feelings of guilt, shame or confusion – particularly if the abuser is a parent, caregiver or other close family member or friend. Many of the signs that a child is being abused are the same regardless of the type of abuse. Anyone working with children or young people needs to be vigilant to the signs listed below.

- regular flinching in response to sudden but harmless actions, for example someone raising a hand quickly
- showing an inexplicable fear of particular places or making excuses to avoid particular people
- knowledge of 'adult issues' for example alcohol, drugs and/or sexual behaviour which is inappropriate for their age or stage of development
- angry outbursts or behaving aggressively towards other children, adults, animals or toys
- becoming withdrawn or appearing anxious, clingy or depressed
- self-harming or thoughts about suicide
- changes in eating habits or developing eating disorders
- regularly experiencing nightmares or sleep problems
- regularly wetting the bed or soiling their clothes
- in older children, risky behaviour such as substance misuse or criminal activity
- running away or regularly going missing from home or care
- not receiving adequate medical attention after injuries.

These signs do not necessarily mean that a child is being abused. There may well be other reasons for changes in a child's behaviour such as a bereavement or relationship problems between parents/carers. In assessing whether signs are related to abuse or not, they need to be considered in the context of the child's development and situation

Review of this Policy

The Safeguarding Policy is reviewed each year and updated as necessary.

Last updated: 28/09/18.