



**10 – 12 Abbey Road, Grimsby, North East Lincolnshire,
DN31 1NB
Tel: 01472 236672**

Safeguarding Policy for Children

Safeguarding is the action that is taken to promote the welfare of children and protect them from harm.

Safeguarding means:

- protecting children from abuse and maltreatment
- preventing harm to children's health or development
- ensuring children grow up with the provision of safe and effective care
- taking action to enable all children and young people to have the best outcomes.

Cudox as an organisation always takes their safeguarding responsibilities seriously. Cudox undertakes the following procedures to reduce any potential risk of harm to children and young people.

Scope

This policy applies to all Cudox staff including trainee counsellors on placement, qualified Counsellors, Administration staff and Directors. The term safeguarding is used to refer to a number of areas of concern relating to children including:

Child Protection issues

Sexual exploitation

Radicalisation

Physical, emotional, sexual abuse or neglect

Introduction

Cudox is committed to ensuring the safety and physical and emotional well-being of children. Cudox is committed to following best practice in working to prevent abuse and protect children. We believe that children have the right to be safe and happy in their

activities and that their parents have the right to be confident that the organisations to which they entrust their children will look after them. All concerns and allegations of abuse will be taken seriously by Directors, staff and volunteers and responded to appropriately.

In fulfilling these responsibilities Cudox staff will remain mindful of their obligations under Health and Safety at work act (1974), the Children's Act (2004), the Data Protection Act (2018), the protection of Freedom of Information Act (2012) and the Counter-terrorism and security Act (2015).

Cudox believes:

1. Primary emphasis should be placed on the needs and development of children and families and not on organisational or professional requirements.
2. The quality of services to children depends on the skill and commitment of those who deliver them, whether paid or unpaid.
3. Children and young people have a right to be listened to and heard. Their views should always be respected and taken seriously.
4. Children have a right to develop a personal identity, self-respect, and awareness of their own worth and a sense of responsibility.
5. Children need both a committed adult to stand alongside them and procedures through which they can challenge decisions or actions with which they are unhappy.
6. Children and young people have a right to protection from neglect, abuse and exploitation, regardless of gender, ethnicity, disability, sexuality or beliefs.
7. Children, young people and their families should have access to a full range of high quality services, which offer choice and diversity.
8. Disadvantages such as poverty, racism and discrimination hinder children's development.
9. Services provided must be determined by the needs of the children and families.

Cudox will ensure staff receive information and advice on safeguarding issues including training as appropriate to their role as therapist. Cudox will advise and update staff regularly during the year regarding their responsibilities to ensure policies and procedures are in place to ensure they are safeguarding children. Cudox will advise staff on their responsibility to ensure they evidence their suitability to work unsupervised with children.

Key Safeguarding Principles

We recognise that counsellors are well placed to observe young people and note any symptoms and/or indicators which may suggest a safeguarding concern. We recognise that the relationship between them and the children is one which fosters respect, confidence and trust, and can lead to the disclosure of abuse.

We recognise that abuse of children can take several forms:

Safeguarding Child Protection Policy

Version 2

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- Physical abuse, where physical injury is inflicted or knowingly not prevented.
- Sexual abuse, where a child is involved in sexual activity to which he/she was unable to give informed consent.
- Emotional abuse, including humiliation, bullying, discrimination and harassment.
- Neglect, where severe or persistent neglect causes serious impairment of the child's health or development.

We take the following precautions to prevent abuse:

- We only appoint counsellors who are professionally trained and experienced to work with children in a therapeutic setting.
- All counsellors associated with Cudox are required to be members of a professional body and are required to abide by the ethical and professional framework set out by the professional body.

All counsellors will ensure the counselling contract is agreed and fully understood by each child or young person attending counselling. This explains limits to confidentiality and safeguarding procedures when a disclosure or concern arises.

All counsellors and trainee counsellors funded by Cudox to work with children have been police-checked, which involves an enhanced DBS check.

- When working in schools, Cudox provides regular opportunity for the discussion of child protection issues.
- Cudox collaborates with a child's school to jointly agree the referral of an individual child to a counsellor, if required.
- Cudox follows Safer Recruitment Procedures for all their staff. This process includes interviews, full chronological Curriculum Vitae, references, and police checks.
- All self-employed counsellors working for Cudox must hold public liability and professional indemnity insurance cover.
- Cudox holds public liability, professional indemnity insurance and Employee liability insurance.
- Cudox provides information for children and parents, where appropriate, on its safeguarding policy.

Procedure for reporting concerns:

Any counsellor, Cudox staff member or trainee counsellor who is concerned about a child has a duty to report their concerns. This may require a referral to children's services, medical professionals and in emergencies, the Police or Crisis Services. The practitioner should keep the designated contact for Cudox closely informed of any such cases, subject to confidentiality restrictions.

Any Counsellor who is concerned about a child within a school setting should be aware of and follow the child protection procedure of the school in which they are working.

If a safeguarding concern arises Cudox staff will:

- Share with the child or young person their concern and if safe to do so, let them know the procedure for passing their concern – Within a school setting this should be the designated safeguarding lead.
- Let the child or young person know what information is going to be shared.
- Inform the Designated Safeguarding Lead (DSL) of the safeguarding concern and the child/young person's parent (if safe to do so)
- Keep accurate records of safeguarding concern and action taken - These records will be GDPR compliant.
- Contact Clinical Supervisor for support.

In the event of an employee, trainee, or Director at Cudox being subject to an allegation, the designated contact at Cudox would immediately contact the person responsible for child protection at the appropriate organisation where the work had been taking place. The following steps would then be taken in conjunction with the other organisation's contact: i) receive information from those who have expressed concerns and record it in signed and dated written form; ii) seek advice from the statutory child protection agency, such as the local social services department, health board or NSPCC; iii) make a formal referral to a statutory child protection agency or the police. • Should an allegation be made against the Cudox Designated Contact another named Cudox Director will deal with and manage the allegation.

Designated contact at Cudox for issues relating to safeguarding children:

Angie Graham
Managing Director
10-12 Abbey Walk
Grimsby
DN31 1NB
Tel: 01472 236672
Email: angie@cudox.co.uk