

ChildrenSafeguarding Policy and Procedures

Peace & Grace CIC

1. Policy Statement

Peace & Grace CIC is committed to safeguarding and promoting the welfare of all children and young people. We believe that every child and young person has the right to be safe, protected from harm, and treated with dignity and respect.

Safeguarding is everyone's responsibility. Peace & Grace CIC recognises its duty to act appropriately to any allegations, reports, or suspicions of abuse or neglect.

This policy applies to all:

- Staff
 - Volunteers
 - Trustees/Directors
 - Freelancers
 - Partner organisations working on behalf of Peace & Grace CIC
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2. Legal Framework

This policy is informed by and complies with relevant UK legislation and guidance, including:

- Children Act 1989 & 2004
 - Working Together to Safeguard Children (2018, updated guidance)
 - Keeping Children Safe in Education (where applicable)
 - The Care Act 2014
 - Safeguarding Vulnerable Groups Act 2006
 - Equality Act 2010
 - Data Protection Act 2018 (UK GDPR)
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3. Definitions

- **Child / Young Person:** Anyone under the age of 18
- **Safeguarding:** Protecting children from maltreatment, preventing impairment of health or development, ensuring safe and effective care
- **Abuse:** A form of maltreatment including physical, emotional, sexual abuse, neglect, exploitation, or harm

- **DSL:** Designated Safeguarding Lead
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4. Types of Abuse and Harm

Peace & Grace CIC recognises the following types of abuse:

- **Physical abuse**
 - **Emotional abuse**
 - **Sexual abuse**
 - **Neglect**
 - **Child Sexual Exploitation (CSE)**
 - **Criminal Exploitation (including County Lines)**
 - **Domestic abuse**
 - **Online / digital abuse**
 - **Peer-on-peer abuse**
 - **Radicalisation and extremism**
 - **Self-harm and suicidal ideation**
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5. Safeguarding Roles and Responsibilities

Board of Directors

- Holds overall accountability for safeguarding
- Ensures safeguarding policies are reviewed annually

Designated Safeguarding Lead (DSL)

- Acts as the main point of contact for safeguarding concerns
- Ensures concerns are recorded and reported appropriately
- Liaises with Local Authority Designated Officers (LADO), Social Care, Police, and partner agencies
- Ensures staff receive safeguarding training

Staff and Volunteers

- Must read, understand, and follow this policy
 - Must report concerns immediately
 - Must maintain professional boundaries at all times
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6. Safer Recruitment

Peace & Grace CIC is committed to safer recruitment practices, including:

- Enhanced DBS checks (with barred list where applicable)
- Verification of identity and right to work
- At least two references
- Safeguarding questions during interviews
- Induction covering safeguarding responsibilities

No one will be permitted to work unsupervised with children until all checks are complete.

7. Code of Conduct

All adults working with children must:

- Treat children with respect and dignity
- Maintain appropriate professional boundaries
- Avoid being alone with a child where possible
- Never use physical punishment or humiliating language
- Not exchange personal contact details or engage on personal social media
- Never give gifts or money without authorisation
- Not engage in inappropriate conversations or behaviour

8. Online Safety

Peace & Grace CIC recognises the risks posed by digital technology. We will:

- Use organisational devices and approved platforms only
- Obtain parental consent where required
- Monitor online interactions appropriately
- Respond immediately to concerns around online abuse or exploitation

9. Responding to Safeguarding Concerns

If a child discloses abuse:

- Listen calmly and take them seriously
- Do not promise confidentiality
- Reassure them they have done the right thing
- Record the disclosure verbatim where possible
- Report immediately to the DSL Pat Palmer on- **07904307194**

If you suspect abuse:

- Record factual observations
- Report immediately to the DSL
- Do not investigate or question the child

Emergency Situations

If a child is in immediate danger:

- Call **999**
 - Then inform the DSL (Pat Palmer) as soon as possible
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10. Recording and Reporting

- All concerns will be recorded securely and confidentially
 - Records will include dates, times, observations, and actions taken
 - Information will only be shared on a need-to-know basis
 - Records will be stored in line with data protection requirements
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11. Allegations Against Staff or Volunteers

Any allegation against a staff member or volunteer must be reported immediately to the DSL or CO-Director. **Eunice Nosaye (07446009973) or Pat Palmer (07904307194)**

Peace & Grace CIC will:

- Follow Local Authority LADO procedures
 - Remove the individual from duties if required
 - Ensure fair, confidential, and transparent processes
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12. Whistleblowing

Peace & Grace CIC encourages a culture of openness. Any concerns about unsafe practice must be reported without fear of reprisal.

Staff may raise concerns:

- With the DSL
 - With the Board of Directors
 - Directly with external safeguarding authorities, LADO if necessary
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13. Training and Awareness

- All staff and volunteers will receive safeguarding training at induction
 - Refresher training will be provided regularly
 - DSLs will receive advanced safeguarding training
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14. Equality and Inclusion

Peace & Grace CIC is committed to safeguarding all children regardless of:

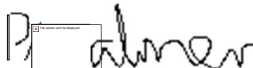
- Gender
- Race
- Disability
- Religion
- Sexual orientation
- Socio-economic background

Additional vulnerabilities will be considered and supported.

15. Review of Policy

This safeguarding policy will be:

- Reviewed annually
 - Updated in response to legislative or organisational changes
 - Approved by the Board of Directors
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Signed: 

Director, Peace & Grace CIC

Date: 03/10/25

Next Review Date: 03/10/2026