



Safeguarding Policy

Statement of Intent

Infinite Wellbeing is committed to building a 'culture of safety' in which the people in our care are protected from abuse, harm and radicalisation.

Infinite Wellbeing is committed to safeguarding and promoting the physical, mental and emotional welfare of every child and young person.

At Infinite Wellbeing, we aim to ensure that all children and young people within our setting are well cared for and safe from harm. We believe that children and young people should never experience abuse of any kind and that we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is 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 and extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

All staff at Infinite Wellbeing receive regular and up to date safeguarding training in line with national guidance and a strong culture of safeguarding permeates through everyday practice.

Infinite Wellbeing will respond promptly and appropriately to all incidents or concerns regarding the safety of a person that may occur. The safeguarding procedures comply with all relevant legislation, including [Working together to safeguard children - GOV.UK](#)

Designated Safeguard Lead (DSL)

The DSL is Rebecca Patrick, Director.

The role of the DSL is to;

- take lead responsibility for safeguarding and child protection, including online safety.
- provide advice and support to other staff on child welfare, safeguarding and child protection matters
- take part in strategy discussions and meetings, and/or support other staff to do so
- contribute to the assessment of children, and/or support other staff to do so during term time, and to be available for all staff to discuss any safeguarding concerns.
- act as a source of support, advice and expertise for all staff
- act as a point of contact with the safeguarding partners
- liaise with the case manager and the LA Designated Officers (LADOs) for child protection concerns in cases concerning staff
- liaise with staff on matters of safety, safeguarding and welfare, including online and digital safety

- liaise with staff when deciding whether to make a referral by liaising with relevant agencies so that children's needs are considered holistically
- liaise with the senior mental health lead and, where available, the mental health support team, where safeguarding concerns are linked to mental health.
- promote supportive engagement with parents in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances
- ensure that child protection files are kept up-to-date and only accessed by those who need to do so
- ensure each member of staff has access to and understands the organisations Child Protection and Safeguarding Policy and procedures – this will be discussed during the staff induction process
- work with the management team to ensure the organisation's Child Protection and Safeguarding Policy is reviewed annually, and the procedures are updated and reviewed regularly

Child abuse and neglect

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. An individual may abuse or neglect a child directly, or by failing to protect them from harm. Some forms of child abuse and neglect are listed below.

- **Emotional abuse** is the persistent emotional maltreatment of a child so as to cause severe and persistent adverse effects on the child's emotional development. It may involve making the child feel that they are worthless, unloved, or inadequate. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- **Physical abuse** can involve hitting, shaking, throwing, poisoning, burning, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may be also caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child.
- **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This can involve physical contact, or non-contact activities such as showing children sexual activities or encouraging them to behave in sexually inappropriate ways.
- **Neglect** is the persistent failure to meet a child's basic physical and emotional needs. It can involve a failure to provide adequate food, clothing and shelter, to protect a child from physical and emotional harm, to ensure adequate supervision or to allow access to medical treatment.

Signs of child abuse and neglect

Signs of possible abuse and neglect may include:

- significant changes in a child's behaviour
- deterioration in a child's general well-being
- unexplained bruising or marks
- comments made by a child which give cause for concern
- inappropriate behaviour displayed by a member of staff, or any other person. For example, inappropriate sexual comments, excessive one-to-one attention beyond the requirements of their role, or inappropriate sharing of images.

If abuse is suspected or disclosed

When a child makes a disclosure to a member of staff, that member of staff will:

- reassure the child that they were not to blame and were right to speak out
- listen to the child but not question them
- give reassurance that the staff member will take action
- record the incident as soon as possible (see *Logging an incident* below).

If a member of staff witnesses or suspects abuse, they will record the matter straightaway using the Infinite Wellbeing online safeguarding report. If a third party expresses concern that a child is being abused, we will encourage them to contact Social Care directly. If they do not do so, we will explain that the company is obliged to and the incident will be logged accordingly.

Peer-on-peer abuse

Children are vulnerable to abuse by their peers. Peer-on-peer abuse is taken seriously by staff and will be subject to the same child protection procedures as other forms of abuse. Staff are aware of the potential uses of information technology for bullying and abusive behaviour between young people.

Staff will not dismiss abusive behaviour as normal between young people. The presence of one or more of the following in relationships between children should always trigger concern about the possibility of peer-on-peer abuse:

- Sexual activity (in primary school-aged children) of any kind, including sexting
- One of the children is significantly more dominant than the other (eg much older)
- One of the children is significantly more vulnerable than the other (eg in terms of disability, confidence, physical strength)
- There has been some use of threats, bribes or coercion to ensure compliance or secrecy.

If peer-on-peer abuse is suspected or disclosed

We will follow the same procedures as set out above for responding to child abuse.

Extremism and radicalisation

All childcare settings have a legal duty to protect children from the risk of radicalisation and being drawn into extremism. There are many reasons why a child might be vulnerable to radicalisation, eg:

- feeling alienated or alone
- seeking a sense of identity or individuality
- suffering from mental health issues such as depression
- desire for adventure or wanting to be part of a larger cause
- associating with others who hold extremist beliefs

Signs of radicalisation

Signs that a child might be at risk of radicalisation include:

- changes in behaviour, for example becoming withdrawn or aggressive
- claiming that terrorist attacks and violence are justified
- viewing violent extremist material online
- possessing or sharing violent extremist material

If a member of staff suspects that a child is at risk of becoming radicalised, they will record any relevant information or observations on the Infinite Wellbeing online safeguarding report, and refer the matter to the DSL.

Logging a concern

All information about the suspected abuse or disclosure, or concern about radicalisation, will be recorded on the Infinite Wellbeing online safeguarding report as soon as possible after the event. The record should include:

- date of the disclosure, or the incident, or the observation causing concern
- date and time at which the record was made
- name and date of birth of the child involved
- a factual report of what happened. If recording a disclosure, you must use the child's own words
- name, signature and job title of the person making the record.

The record will be sent to the DSL, who will decide on the appropriate course of action.

Allegations against staff

If anyone makes an allegation of child abuse against a member of staff:

- The allegation will be recorded on an **Incident record** form. Any witnesses to the incident should sign and date the entry to confirm it.
- The allegation may need to be reported to the Local Authority Designated Officer (LADO). The LADO will advise if other agencies (e.g. police) should be informed, and the company will act upon their advice. Any telephone reports to the LADO will be followed up in writing within 48 hours.
- Following advice from the LADO, it may be necessary to suspend the member of staff pending full investigation of the allegation.
- If appropriate Infinite Wellbeing will make a referral to the Disclosure and Barring Service.

Promoting awareness among staff

Infinite Wellbeing promotes awareness of abuse and the risk of radicalisation through its staff training. Infinite Wellbeing ensures that:

- Staff have relevant experience and receive appropriate training in safeguarding
- Safeguarding training is refreshed every year.
- Safe recruitment practices are followed for all new staff
- All staff have access to a copy of this **Safeguarding policy**, understand its contents and are vigilant to signs of abuse, neglect or radicalisation
- All staff are aware of their statutory duties with regard to the disclosure or discovery of child abuse, and concerns about radicalisation
- All staff receive basic safeguarding training, and safeguarding is a permanent agenda item at all staff meetings
- Infinite Wellbeing's procedures are in line with the guidance in [Working together to safeguard children - GOV.UK](#) (2023)

Use of mobile phones and cameras

Consensual and non-consensual sharing of indecent images and videos.

The organisation will ensure that staff are aware of treating the consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual images) as a safeguarding concern.

Staff will receive appropriate training regarding child sexual development and will understand the difference between sexual behaviour that is considered normal and expected for the age of the pupil, and sexual behaviour that is inappropriate and harmful.

Staff will receive appropriate training around how to deal with instances of sharing nudes and semi-nudes, including understanding motivations, assessing risks posed to young people depicted in the images, and how and when to report instances of this behaviour.

Staff will be aware that creating, possessing, and distributing indecent imagery of children is a criminal offence, regardless of whether the imagery is created, possessed, and distributed by the individual depicted; however, staff will ensure that young people are not unnecessarily criminalised.

Where a member of staff becomes aware of an incidence of sharing nudes and/or semi-nudes, they will refer this to the DSL as soon as possible.

The organisation's full response to incidents of consensual and non-consensual sharing of indecent images and videos will follow the national guidelines and local safeguarding arrangements which are set out in the Online Safety policy.

Communication and confidentiality

All child protection and safeguarding concerns will be treated in the strictest of confidence in accordance with data protection policies.

Where there is an allegation or incident of sexual abuse or sexual violence, the victim is entitled to anonymity by law; therefore, Infinite Wellbeing will consult its policy and agree on what information will be disclosed to staff and others, in particular the alleged perpetrator and their parents.

Where a report of sexual violence or sexual harassment is progressing through the criminal justice system, the organisation will do all it can to protect the anonymity of the young people involved in the case. Concerns will only be reported to those necessary for its progression and reports will only be shared amongst staff members and with external agencies on a need-to-know basis.

During the disclosure of a concern by a young person, staff members will not promise them confidentiality and will ensure that they are aware of what information will be shared, with whom and why. Where it is in the public interest, and protects young people from harm, information can be lawfully shared without the victim's consent, e.g. if doing so would assist the prevention, detection or prosecution of a serious crime. Before doing so, the DSL will weigh the victim's wishes against their duty to protect the victim and others. Where a referral is made against the victim's wishes, it is done so carefully with the reasons for the referral explained to the victim and specialist support offered.

Training

Staff members will undergo safeguarding and child protection training at induction, which will be updated on a frequent basis and/or whenever there is a change in legislation. The induction training will cover all relevant safeguarding policies provided. It will include all policies and information pertaining to the welfare and safeguarding of children, including specific safeguarding issues, managing allegations and concerns, safer working practices, and conduct and behaviour.

All staff members will also receive regular safeguarding and child protection online modular training, face to face briefings and updates provided by a DSL as required, but at least annually.

Training will also cover, at a minimum:

- attendance and vulnerabilities linked to being absent from school
- specific groups of children who are more vulnerable than others e.g. EHE, A looked after child
- the issues surrounding sexual violence and sexual harassment
- contextual safeguarding
- how to keep LAC and PLAC safe
- child criminal exploitation (CCE) and the need to refer cases to the National Referral Mechanism
- updated online safety training
- filtering and monitoring expectations and standards
- making a FGM/Forced Marriage/Prevent referral
- mandatory obligations around reporting FGM and forced marriages.

The DSL will undergo child protection and safeguarding training and update this training annually. The DSL will also obtain access to resources and attend any relevant or refresher training courses, ensuring they keep up-to-date with any developments relevant to their role.

This policy was adopted by: Infinite Wellbeing	Date: 01.09.2025
To be reviewed: 01/09/2026	Signed: R J Patrick