



# SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY

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**Designated Safeguarding Lead (DSL):**

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**Organisation: Rise & Climb CIC (R&C)**

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# SAFEGUARDING CHILDREN & YOUNG PEOPLE POLICY

## 1. Policy Statement

Rise & Climb CIC believes all children and young people (CYP) have the right to grow and develop free from harm. This includes access to programs that promote physical, mental, social, emotional, and spiritual well-being.

All staff, volunteers, and individuals involved in CYP care are responsible for promoting welfare and protecting children. This applies regardless of ethnicity, religion, sex, gender identity, age, ability, or sexual orientation.

R&C recognises that some CYP may have additional vulnerabilities due to discrimination, past experiences, dependency, or communication needs. Positive risk-taking is encouraged, particularly in climbing activities, to promote emotional development and resilience.

### Staff will:

- Support young people in fitting safety equipment safely.
- Encourage independent fitting, with visual checks.
- Assist only in full view of others, maintaining an arm's length distance and explaining adjustments.
- Receive in-house training on equipment fitting.

Policy Review: Annually by directors and the members.

## 2. Aims of this Policy

- Protect CYP accessing Rise & Climb services from harm.
- Provide staff, volunteers, CYP, and families with clear principles guiding child protection.
- Apply to all staff, including managers, trustees, volunteers, sessional workers, agency staff, and students.

### Legislation the policy aligns with:

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017



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## 3. Safeguarding Procedures

### 3.1 Responding to Concerns of Abuse or Neglect

#### Steps for staff:

1. **Speak to the CYP confidentially to gather information. Avoid leading questions. Explain that concerns may need to be shared for safety.**
2. **Record the disclosure in the CYP's words and store securely. Notify the DSL.**
3. **Determine the best course of action, which may include:**
  - Contacting parents or caregivers
  - Informing key workers or social services
  - Submitting a formal safeguarding referral to the local authority

### 3.2 Anti-Bullying Procedure (Staff to Staff)

- Staff experiencing bullying report to a director (or trustees if directors are involved).
- Option to provide a formal written statement.
- Verified bullying may lead to contract termination.
- DSL supports the staff member in understanding and correcting harmful behaviour.

### 3.3 Anti-Bullying Procedure (Staff to Participant/Participants)

- Staff report bullying concerns to a director.
- Option to provide a written statement.
- Verified bullying results in exclusion from the group.
- Support is offered to help the participant understand and change harmful behaviour.



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## 4. Responsibilities

All Staff: Implement policy and engage in safeguarding discussions.

### **DSLs:**

- Ensure policy accessibility, implementation, monitoring, and review.
- Liaise with the Designated Senior Manager.
- Allocate resources for effective safeguarding.
- Promote CYP welfare.
- Ensure staff receive appropriate training.
- Respond seriously and swiftly to concerns.
- Maintain links with relevant agencies.

## 5. Confidentiality

- All safeguarding concerns follow GDPR and the Data Protection Act 2018.
- Staff handle personal data on a need-to-know basis (medical history, emergency contacts, disability needs).
- Statutory duty to share information if there's a safety risk.

### **DBS Records Management:**

- 3-year rolling rechecks for relevant staff.
- DBS checks for staff transferring into roles involving CYP.
- Regular monitoring of partner organisations' safeguarding arrangements.

## 6. Reporting Procedure

1. Report concerns to immediate/senior manager.
2. Seek medical attention if required.
3. Consult Children/Adults Helpdesk if needed.
4. Senior management completes Local Authority Safeguarding Incident Report within 24 hours.
5. Record and monitor feedback from the Local Authority.



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## 7. Managing Allegations

- Allegations against staff must be reported immediately to the DSL.
- DSL consults the local Safeguarding Children's Board or Safeguarding Advisory Service.
- If allegation concerns the DSL, report to the Deputy staff member.

## 8. Monitoring

### R&C monitors:

- Recruitment and DBS checks
- Staff references
- Supervision session records
- Training records on CYP protection
- Reporting and resolution of concerns
- Policy currency and relevance

## 9. Managing Information

- Information is stored per Data Protection Policy and Confidentiality Policy.
- Staff must share information with other agencies when required to safeguard CYP.
- Confidentiality may be overridden in the public interest, but shared only on a need-to-know basis.
- Staff cannot promise service users/families that information will remain secret.