



DMNW Policy Cover Sheet

Policy Name: Safeguarding Children Policy 2025

Target Audience: (Please tick as appropriate)

<input checked="" type="checkbox"/>	Staff
<input checked="" type="checkbox"/>	Trustees
<input checked="" type="checkbox"/>	Volunteers

Date Authorised:	June 2025
Authorised By:	DMNW Board
Changes Made by CEOs due to legislation/ operational requirements: ¹	
Key legislations and guidance used to inform policy / strategy:	
<ul style="list-style-type: none">❖ https://cpdonline.co.uk/knowledge-base/safeguarding/legislation-safeguarding-children/	

¹ As agreed by DMNW Board 6th March 2024

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Section 1: Safeguarding Children Policy

Our definition of Children with regards to this policy is anyone under the age of 18

Policy Statement & Purpose

The purpose of this policy is to demonstrate the commitment of DMNW to safeguarding children and young people.

We recognise the cultural differences among children and young people in Tameside and try to use this awareness to ensure a service of equal value to all young people where applicable. We want to ensure that wherever concerns arise, those concerns will be heard.

We will do everything in our power to keep children and young people safe and protect them from abuse. We will do this by ensuring that everyone involved in DMNW is aware of:

- The legislation, policy and procedures for safeguarding children
- Their role and responsibility for safeguarding children.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of child
- To protect children who receive DMNW's services from harm. This includes the children of adults who use our services.

Scope

This safeguarding Children policy and associated procedures apply to all individuals involved in DMNW including Board members, Staff, and Volunteers and to all concerns about the safety of children whilst taking part in our organisation, its activities and in the wider community.

Commitments

As an employer and manager of volunteers, DMNW will ensure that our paid staff and volunteers:

- Receive annual safeguarding training
- Have access to appropriate information and guidance
- Have clear and appropriate procedures to follow
- Have enhanced DBS checks (for those who will work directly with children and young people)

Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Record Keeping Policy and Procedures.

DMNW acts in accordance with best practice advice, for example, Governing Bodies, NSPCC, Ann Craft Trust.

DMNW will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult. DMNW shares information about anyone found to be a risk to children and young people with the appropriate bodies. For example: Disclosure and Barring Service, Services, Police, Local Authority/Social Services.

When planning activities and events DMNW includes an assessment of, and risk to, the safety of all children and young people from abuse and neglect and will be aware of how to contact the organisations safeguarding lead if they are not present.

This policy, related policies (see below) and the Safeguarding Children Procedures are reviewed annually and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, and/or National Governing Bodies and or as a result of any other significant change or event.

Implementation

DMNW is committed to developing and maintaining its capability to implement this policy and procedures. In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all children and young people.
- Access to relevant legal and professional advice.
- Regular management reports to the Board detailing how risks to child safeguarding are being addressed and how any reports have been addressed.
- Safeguarding children's procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- A Safeguarding Lead (see Appendix 1).
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of children, including arrangements for sharing information.
- Codes of conduct for Board members, Staff, and Volunteers that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of children.
- Policies and procedures that address the following areas and which are consistent with this Safeguarding Children policy.

✓ Safeguarding Adults	✓ Discipline and grievance
✓ Confidentiality	✓ Whistleblowing
✓ Equality, diversity and inclusion	✓ Safe recruitment and selection (staff and volunteers)
✓ Safe activities risk assessments	✓ Record Keeping policy and GDPR
✓ Code of Conducts and a process for breach of these.	✓ Rehabilitation of Offenders

Section 2: Supporting Information

Key Points

- There is a **legal duty on Local Authorities** to provide support to 'children and young people at risk'.
- The safeguarding legislation applies to **all forms of abuse** that harm a person's well-being.
- The law provides a framework for good practice in safeguarding that makes the overall **well-being** of the child at risk a priority of any intervention.
- The law provides a framework for organisations to **share concerns** they have about children at risk with the local authority.

- The law provides a framework for all organisations to **share information and cooperate** to protect children at risk.

Safeguarding Children Legislation

The practices and procedures within this policy are based on the relevant legislation and government guidance.

- The Children Act 1989 (as amended).
- The Children and Social Work Act 2017.
- Keeping Children Safe in Education 2019.
- Working Together to Safeguard Children 2018.
- The Education Act 2002.
- The United Nations convention on the Rights of the Child 1992.
- The Equality Act 2010.
- The Children and Families Act 2014.
- The Human Rights Act 1998.

Definition of Safeguarding

As per the Working Together to Safeguard Legislation (2018), Safeguarding is:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes.

Signs and Indicators of Abuse and Neglect

Neglect is the ongoing failure to meet a child's basic needs and the most common form of child abuse². A child might be left hungry or dirty, or without proper clothing, shelter, supervision or health care. This can put children and young people in danger. And it can also have long term effects on their physical and mental wellbeing.

Types of Neglect

Physical Neglect: A child's basic needs, such as food, clothing or shelter, are not met or they aren't properly supervised or kept safe.

Educational Neglect: A parent doesn't ensure their child is given an education.

² Based on data from Department for Education, StatsWales, Children's Social Care Statistics (NI), and Scottish Government and Brandon, M. et al. (2013) [Neglect and serious case reviews: a report from the university of East Anglia commissioned by NSPCC \(PDF\)](#).

Emotional Neglect: A child doesn't get the nurture and stimulation they need. This could be through ignoring, humiliating, intimidating or isolating them.

Medical Neglect: A child isn't given proper health care. This includes dental care and refusing or ignoring medical recommendations.

Signs of Neglect

Neglect can be really difficult to spot. Having one of the signs doesn't necessarily mean a child is being neglected. But if you notice multiple signs that last for a while, they might show there's a serious problem. Children and young people who are neglected might have:

- Poor appearance and hygiene
- Health and Developmental Problems
- Housing and Family Issues
- Change in Behaviour

Recording and Information Sharing

All organisations must comply with the Data Protection Act 2018 (DPA), the General Data Protection Regulations (GDPR) and Data Use and Access Act 2025.

Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse.

Processing information includes record keeping. Records relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

Sharing information, with the right people, is central to good practice in safeguarding children. However, information sharing must only ever be with those with a 'need to know'.

This does **NOT** automatically include the persons family member, unpaid or paid carer.

Information should only be shared with family and friends and/or carers if they are not believed to be implicated in the abuse.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation
- Senior Management meetings can take place to agree to co-ordinate actions by the organisation

The Data Use and Access Act 2025 makes sharing information with appropriate people a recognised legitimate interest.

Consent

Children should be given the opportunity to decide whether they agree to their personal information being shared. If a child doesn't have the capacity to make their own decisions ask their parent or carer (unless doing so would put the child at risk of harm).

If consent is refused or if you're unable to seek consent, you can still share information with relevant professionals if this is in the public interest.

This includes protecting children from significant harm and promoting the welfare of children.

When deciding whether to share information without consent, you should consider each case individually.

- Decide if the need to share information is in the public interest and whether it outweighs the need to maintain confidentiality.
- Consider all the implications of sharing the information, for example if you are sharing sensitive details about a person's life.

Multi-Agency Working

- Multi-agency working is key to effective safeguarding and child protection (Sidebotham et al, 2016).
- Children and their families will access a range of services throughout a child's life. It's vital that practitioners work together to gain a full overview of a child's situation and have a co-ordinated approach to support.
- Case reviews in each of the UK nations emphasise the importance of information sharing and collaboration between agencies so that professionals can fully understand any risks a child may be exposed to and take appropriate action to keep them safe.
- We've pulled together learning for best practice about multi-agency working from analyses of case reviews across the UK and Ofsted's analysis of joint targeted area inspection (JTAI) reports in England. See the references tab for details of these reports.

Appendices

Appendix 1 - DMNW Role Description: Safeguarding Lead

DMNW Safeguarding Leads: Gemma Gaskell and Rehana Begum (Chief Officers) and Asma Begum (Trustee)

The designated person(s) within an organisation has primary responsibility for putting into place procedures to safeguard children at risk.

Duties and responsibilities include:

- Working with others within the organisation to create a positive inclusive environment
- Play a lead role in developing and establishing the organisation's approach to safeguarding children and in maintaining and reviewing the organisation's implementation plan for safeguarding children in line with current legislation and best practice.
- Coordinate the dissemination of the safeguarding children policy, procedures and resources throughout the organisation.
Contribute to ensuring other policies and procedures are consistent with the organisation's commitment to safeguarding children
- Advise on the organisation's training needs and the development of its training strategy.
- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Co-ordinate the Senior Management Safeguarding Meeting Process.
- Manage liaison with, and referrals to, external agencies for example adult social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of children within the organisation.
- Represent the organisation at external meetings related to safeguarding.

Appendix 2 – Key Contacts

Internal



Internal Safeguarding Leads

Gemma Gaskell and Rehana Begum: Chief Officers

Asma Begum (Trustee)

External

The main contact for DMNW staff and volunteers is the Tameside Children's Social Work Team. More information can be found at 0161 342 4101

<http://www.tameside.gov.uk/socialcare/children/contacting> .

To report concerns about potential abuse, phone 0161 342 4101 (office hours) or 0161 342 2222 (out-of-hours).

Emergency out-of-hours advice may also be obtained from the NSPCC at <http://www.nspcc.org.uk/> or 0808 800 5000.

Children themselves may obtain help and advice from Childline at <http://www.childline.org.uk> or 0800 1111.

Concerns for children should be raised by managers via a MARS (Multi Agency Request for Services) <https://secure.tameside.gov.uk/forms/mars/f1312mars.asp>