



Young Lewisham Project

Safeguarding Policy

Young Lewisham Project	124 Kilmore Road Forest Hill London SE232SR 02082919771 info@youngelewisham.org.uk
Designated Safeguarding Lead	Anna Lumley (Director)
Deputy Safeguarding Lead	Aimee Mill (Engagement and inclusion Co-ordinator)
Deputy Safeguarding Lead	Dominique Gorman (Office Manager)
Lewisham Family First Contact Point (FFCP / MASH)	020 8314 6660 (Monday-Friday 9am-5pm)
Lewisham Family First Contact Point (FFCP / MASH)- Emergency team	020 8314 6000 Ask to speak to the out-of-hours duty social worker
If a child is in immediate danger	999

Version Control

Version Number	Changed By	Changes Made	Date Modified	Next Review Date
v.1	Holly (Office Administrator)		04/24	10/25
v.2	Dominique Gorman	All areas	26/03/2026	26/03/2027

Background and General Principles

Introduction

The Young Lewisham Project is part of a wider safeguarding system for children. Safeguarding and promoting the welfare of children is everyone's responsibility. At the Young Lewisham Project everyone that comes into contact with young people and their families has a role to play. Young Lewisham Project is committed to the protection of children and young people and safeguarding their welfare. This policy has been developed to support all staff, volunteers and trustees in the implementation of the Project's commitment. The Young Lewisham Project believes that a young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all young people and to keep them safe. We are committed to practice in a way that protects them.

Voice of the Child

Young Lewisham Project is committed to ensuring that children and young people are listened to, taken seriously, and involved appropriately in decisions that affect them. Staff will seek to understand the child's lived experience, wishes, feelings, and views, and ensure these are considered in safeguarding responses wherever possible.

This policy has been drawn up on the basis of law and guidance that seeks to protect children and young people, including:

- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024)
- Children Act 1989 and 2004
- Children and Social Work Act 2017
- Safeguarding and Vulnerable Groups Act 2006
- Children and Families Act 2014

- Education Act 2002
- Adoption and Children Act 2002
- Care Act 2014
- Sexual Offences Act 2003
- Female Genital Mutilation Act 2003
- Protection of Freedoms Act 2012
- Domestic Abuse Act 2021
- Police, Crime, Sentencing and Courts Act 2022
- Data Protection Act 2018 and UK GDPR
- UN Convention on the Rights of the Child

Scope of this Policy

This policy applies to all Young Lewisham Project activities, including:

- on-site delivery
- off-site sessions and trips
- one-to-one work
- outreach work
- online / digital contact
- partnership delivery
- transport arrangements where organised by YLP
- all staff, volunteers, trustees, agency workers, students and contractors working on behalf of YLP

Keeping Children safe in education 2024

Young Lewisham Project recognises relevant safeguarding guidance including Working Together to Safeguard Children (2023) and Keeping Children Safe in Education (2024), where applicable to our setting and work with children and young people.

We understand if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment
- Preventing the impairment of children's mental and physical health or development;
- Ensuring children grow up in safe and effective circumstances care environments.
- Taking action to enable all children to have the best outcomes.

Aims and Objectives of the Policy

This policy aims to:

- Ensure all staff maintain a strong focus on safeguarding children.
- Support a child-centred approach in all practice
- Promote early identification of concerns and timely intervention
- Ensure all staff understand their roles and responsibilities
- Provide clear procedures for reporting.

This policy covers all individuals working at all levels and grades, including consultants, contractors, trainees, casual and agency staff and volunteers, (collectively referred to as staff in this policy).

Definition of a child:

A child is defined as anyone under the age of 18, in line with UK law and the UN Convention on the Rights of the child.

Key Safeguarding Principles

All staff, volunteers and trustees must:

- Prioritise the welfare of children at all times
- Listen to, respect and value children
- Understand that all children have equal rights to protection
- Recognise additional vulnerabilities (e.g. disability, communication needs, identify)
- Identify and respond to signs of abuse and neglect
- Act immediately on concerns
- Understand risks posed by individuals who may harm children

This policy is open to all parents, carers, young people and partner organisations and can be found on our website www.younglewisham.org.uk The Young Lewisham Project is committed to reviewing this policy regularly.

Children in need and Significant Harm

A child in need (Children Act 1989, Section 17) is a child unlikely to achieve a reasonable level of health or development without support.

A child suffering or likely to suffer significant harm (section 47) requires immediate intervention from statutory services.

Types of Abuse

All staff must understand the four main types of abuse:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Abuse can occur:

- In person or online
- Within families or in the community
- Between adults and children or between children (child on child abuse)

Additional Safeguarding Risks

Staff must also be aware of:

- Child on child abuse – Including bullying, sexual violence, Harassment, and sharing of images.
- Child criminal Exploitation (CCE) – Including county lines, gang involvement, and serious violence.
- Child Sexual Exploitation (CSE) – A form of sexual abuse involving coercion, manipulation or deception.
- Domestic Abuse – Children are victims in their own right and may suffer long term harm from exposure.
- Radicalisation and Extremism – Including grooming into extremist ideologies.

Mental Health - Mental health difficulties may indicate safeguarding concerns or result from abuse.

Female Genital Mutilation (FGM) – FGM is illegal in the UK. Staff must be aware of mandatory reporting duties.

Serious Violence – Staff should consider risks linked to serious violence, including weapon carrying and gang activity.

Early Help

Early help means providing support as soon as a problem emerges to prevent escalation.

All staff should:

- Identify emerging needs early
- Share concerns appropriately
- Work with other agencies to support children and families

Recognising Abuse

Staff must be alert to:

- Physical indicators (injuries, neglect)
- Behavioural changes (withdrawal, aggression)
- Emotional distress
- Signs of exploitation or grooming

Indicators should always be considered in context and taken seriously.

Possible Indicators of Abuse and Safeguarding Risk

The signs listed below do not necessarily mean that abuse or exploitation is taking place, but they should always be taken seriously and considered in context.

Physical Abuse

Definition:

Physical abuse is when a child is deliberately hurt or injured.

Possible Indicators:

Unexplained bruising, burns, injuries inconsistent with explanation, flinching, fear of adults.

Emotional abuse

Definition: Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development.

Possible Indicators Low self-esteem, withdrawal, fearfulness, self-harm, attention-seeking behaviour, developmental delay, anxiety, depression, or excessive need for approval.

Sexual Abuse

Definition: Sexual abuse involves forcing or encouraging a child or young person to take part in sexual activities, whether or not they are aware of what is happening. It may involve physical contact or non-contact activities, and can happen online or offline.

Possible indicators: Sexualised behaviour, fear of a particular person, pain or itching, secrecy, sexually transmitted infections, unexplained gifts, emotional distress, or evidence of grooming.

Neglect

Definition: Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of the child's health or development.

Possible indicators: Hunger, poor hygiene, untreated medical needs, tiredness, poor supervision, inappropriate clothing, poor attendance, or emotional withdrawal.

Female Genital Mutilation (FGM)

Possible indicators may include:

- difficulty walking, sitting or standing
- spending longer than usual in the toilet or bathroom
- unusual behaviour after an extended absence
- reluctance to undergo medical examination
- asking for help without being able to explain fully why

If a regulated professional working at YLP is informed by a girl under 18 that she has undergone FGM, or observes physical signs that appear to show FGM has been carried out, they must make a report to the police in line with the mandatory reporting duty and inform the DSL immediately.

Physical Abuse

Possible indicators may include:

- unexplained injuries or bruising
- flinching or fear of physical contact
- aggressive behaviour or severe temper outbursts
- reluctance to change clothes or wear clothing unsuitable for the weather
- fear of parents/carers being contacted
- running away from home

Emotional Abuse

Possible indicators may include:

- low self-esteem, withdrawal or anxiety
- sudden changes in behaviour or concentration
- excessive fear of making mistakes
- self-harm
- inappropriate relationships with peers or adults
- developmental delay or emotional immaturity

Sexual Abuse

Possible indicators may include:

- pain, bleeding, discharge or discomfort in the genital/anal area
- age-inappropriate sexual knowledge or behaviour
- sudden behavioural change, withdrawal or aggression
- fear of a specific person or place
- nightmares, bedwetting or self-harm
- unexplained gifts, money or secrecy
- sexualised language, drawings or behaviour

Child Sexual Exploitation (CSE)

Possible indicators may include:

- going missing or regularly returning home late
- unexplained gifts, possessions or money
- mood swings, secrecy or changes in behaviour
- alcohol or drug misuse
- sexualised behaviour or sharing sexual images
- unexplained injuries or signs of coercion

Child Criminal Exploitation (CCE) / Serious Violence

Possible indicators may include:

- going missing or increased absence
- sudden changes in friendships or association with older individuals/groups
- unexplained money, gifts or possessions
- decline in wellbeing, behaviour or engagement
- signs of assault, injury, fear or intimidation
- possible involvement in gangs, county lines or weapon carrying

Radicalisation and Extremism

Possible indicators may include:

- significant changes in behaviour, beliefs or presentation
- increased secrecy, especially online
- isolation from previous friendship groups or activities
- sympathy for extremist views or glorification of violence
- accessing or sharing extremist material

Child-on-Child Abuse and Harmful Behaviour

Young Lewisham Project recognise that children can abuse other children. This may include physical abuse, bullying, sexual violence, sexual harassment, coercive behaviour, image-based abuse, and initiation/hazing behaviours.

Any child displaying harmful behaviour will be viewed as potentially in need of support as well as intervention. Abuse will never be dismissed as “banter”, “part of a growing up”, or “just a joke”. Child-on-child abuse may include:

- bullying, including cyberbullying and discriminatory bullying
- abuse within intimate or personal relationships
- physical abuse
- sexual violence or sexual harassment
- coercion, intimidation or controlling behaviour
- causing someone to take part in sexual activity without consent
- online abuse, including harmful messages, pressure, threats or exploitation

All concerns about child-on-child abuse must be taken seriously and reported in line with this safeguarding policy.

Responding to Concerns

DO:

- Take all disclosures seriously
- Listen carefully without interrupting
- Reassure the child
- Record accurately using their own words
- Report immediately to the Designated Safeguarding Lead (DSL)

DO NOT:

- Promise confidentiality
- Investigate or ask leading questions
- Dismiss or minimise concerns
- Delay reporting

Low-level Concerns

All staff, volunteers and trustees must report any low-level concern about the conduct, behaviour, or professional boundaries of an adult working with children, even if the behaviour does not appear to meet the threshold for a formal allegation.

Examples may include:

- being overly familiar with a child
- using inappropriate language
- not following safeguarding procedures
- favouritism
- private communication with a child outside approved channels

Low-level concerns must be reported to the DSL, Managing Director, or Lead Trustee for Safeguarding and recorded appropriately so that patterns of behaviour can be identified and responded to.

Online Safety

Risks include:

- Harmful content (e.g. misogyny, extremism, self-harm)
- Online grooming and exploitation
- Sharing of nude/semi-nude images
- Livestreaming and AI-generated risks
- Online scams and financial exploitation

Record Keeping

All safeguarding concerns must be:

- Recorded clearly and promptly
- Stored securely (paper or digital systems compliant with GDPR)
- Kept confidential and shared only when necessary
- Retained in line with data protection requirements

Why Safeguarding Matters

Failing to act can result in serious harm to children.

Key risks include:

- Delayed intervention
- Poor information sharing
- Ignoring children's voices
- Inadequate record keeping

The role of YLP staff

Young Lewisham Project staff should never assume a colleague, or another professional will take action and share information that might be critical in keeping children safe. They should be mindful that early information sharing is vital for the effective identification, assessment, and allocation of appropriate service provision, whether this is when problems first emerge, or where a child is already known to local authority children's social care (such as a child in need or a child with a protection plan). Staff should expect to support social workers and other agencies following any referral.

All staff are important, as they are in a position to identify concerns early, provide help for children, promote children's welfare and prevent concerns from escalating. All staff have a responsibility to provide a safe environment in which children can learn.

Multi-agency working

Young Lewisham Project work with social care, the police, health services and other services to promote the welfare of children and protect them from harm. This includes supporting a coordinated offer of early help when additional needs of children are identified and contributing to inter-agency plans to provide additional support to children subject to child protection plans. Young Lewisham Project will listen to young people to identify potential risks to young people in our community and we will focus on interventions that address these environmental factors by partnering with other professionals, external agencies and community establishments to create safe spaces for our young people.

Designated Safeguarding Lead and Deputies

Young Lewisham Project trustees will ensure an appropriate senior member of staff is appointed to the role of designated safeguarding lead (DSL) and takes lead responsibility for safeguarding and child protection (including online safety). One or more Deputy DSLs may be nominated. Otherwise this responsibility should not be delegated.

The DSL/Deputy DSLs liaise with safeguarding partners, and work with other agencies in line with Working Together to Safeguard Children. During normal project hours and any other time in which children are on site or undertaking project activities, the DSL and/or deputy must be available for staff to discuss any safeguarding concerns.

The DSLs and Deputy must undergo training to provide them with the knowledge and skills required to carry out the role. This training must be refreshed every two years. If in exceptional circumstances, the DSL or Deputy is not available, this should not delay appropriate action being taken and staff must be confident to contact directly local children's social care, take a record of actions and share these with the DSL as soon as possible.

In case of a safeguarding concern arising, the role of the DSL is to

- Obtain information from staff, volunteers, young people or parents/carers who share child protection concerns and to record this information.
- Assess the information quickly and carefully. To request further information as appropriate, and where appropriate to consult with Local Authority Children's Social Care without delay.
- Report any non-urgent concerns to DSL of the referral partner for the young person, such as their school or other referring service.

What YLP staff must do if they have concerns about a child

All YLP staff are advised to maintain an attitude of 'it could happen here' where safeguarding/abuse is concerned. When concerned about the welfare of a child, staff should always act in the best interests of the child. If staff have any concerns about a child's welfare, they should act on them immediately.

All concerns, no matter how small, need to be discussed with or reported to a Designated Safeguarding Lead or Deputy, whose details may be found at the head of this policy.

A written record of discussions of safeguarding concerns, and decisions taken, must be kept. At the discretion and direction of the DSL/Deputy and depending on the circumstances and seriousness, this record could be a brief email summary between the staff involved, or completion of an appropriate safeguarding record form.

Options will then include:

- managing any support for the child internally via the YLP's own support processes
- making a referral to the local authority, for example as the child might be in need or is suffering, or likely to suffer, harm.

What will the local authority do following a referral?

Within one working day of a referral being made, a local authority social worker should acknowledge its receipt to the referrer and make a decision about the next steps and the type of response that is required.

This will include determining whether:

- the child requires immediate protection and urgent action is required
- any services are required by the child and family and what type of services;
- the child is in need and should be assessed under section 17 of the Children Act 1989. Chapter one of Working Together to Safeguard Children provides details of the assessment process;
- there is reasonable cause to suspect the child is suffering or likely to suffer significant harm, and whether enquiries must be made, and the child assessed under section 47 of the Children Act 1989.
- further specialist assessments are required to help the local authority to decide what further action to take.

YLP staff should follow up if this information is not forthcoming.

If social workers decide to carry out a statutory assessment, YLP staff must do everything they can to support that assessment (supported by the designated safeguarding lead (or deputy) as required).

If, after a referral, the child's situation does not appear to be improving, YLP staff should consider following local escalation procedures to ensure their concerns have been addressed and, most importantly, that the child's situation improves.

If staff are concerned about a young person they can discuss this with colleagues to find out if they have noticed any changes or know of any reasons why the young person may be acting differently. However, an actual disclosure of abuse should not be discussed with anyone other than the DSL or Deputies.

It is the right of any individual to make direct referrals to the Local Authority. The DSL has a duty to provide the individual with information to assist self-referral.

All safeguarding incident forms must be completed as soon as possible, ideally on the same day and no later than 24 hours after the concern arises, and submitted directly to the Designated Safeguarding Lead (or Deputy DSL)

Information Sharing with Education and Other Settings:

Where appropriate, Young Lewisham Project will share relevant safeguarding information with a child's school, college, social worker, youth offending service, health professional, or other appropriate agency in order to protect and support the child.

Where a child stops attending or transfers to another provision, the DSL will consider what safeguarding information should be shared safely and promptly with relevant professionals.

Confidentiality

Whilst the general principle is that information obtained about children/young people and their families must be shared with them and not with others, there are exceptions. The public interest in safeguarding the welfare of children/young people overrides the public interest in maintaining confidentiality, and the law permits the disclosure of confidential information where this is necessary to safeguard a child/children/young people. Effective information-sharing underpins integrated working and is a vital element of both early intervention and safeguarding.

Disclosure of confidential information should be justifiable in each case, for example to provide information to professionals from other agencies working with the child/young person, and where possible and appropriate, agreement of the person concerned should be obtained.

Consent is not required to share information if a child is at risk of harm or may be at risk of harm.

Information sharing

Information sharing is vital in identifying and tackling all forms of abuse and neglect, and in promoting children's welfare, including their educational outcomes. Schools and colleges have clear powers to share, hold and use information for these purposes.

As part of meeting a child's needs, it is important for governing bodies and proprietors to recognise the importance of information sharing between practitioners and local agencies. This should include ensuring arrangements are in place that set out clearly the processes and principles for sharing information within the school or college and with children's social care, the safeguarding partners, other organisations, agencies, and practitioners as required.

Staff should be proactive in sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children, whether this is when problems are first emerging, or where a child is already known to the local authority children's social care.

It is important that governing bodies are aware that among other obligations, the Data Protection Act 2018, and the UK General Data Protection Regulation (UK GDPR) place duties on organisations and individuals to process personal information fairly and lawfully and to keep the information they hold safe and secure.

Governing bodies should ensure relevant staff have due regard to the relevant data protection principles, which allow them to share (and withhold) personal information, as provided for in the Data Protection Act 2018 and the UK GDPR. This includes:

- Being confident of the processing conditions which allow them to store and share information for safeguarding purposes, including information, which is sensitive and personal, and should be treated as 'special category personal data'.
- Understanding that 'safeguarding of children and individuals at risk' is a processing condition that allows practitioners to share special category personal data. This includes allowing practitioners to share information without consent where there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner, but it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.

- For schools, not providing pupils' personal data where the serious harm test under the legislation is met. For example, in a situation where a child is in a refuge or another form of emergency accommodation, and the serious harms test is met, they must withhold providing the data in compliance with schools' obligations under the Data Protection Act 2018 and the UK GDPR. Where in doubt schools should seek independent legal advice.

The Data Protection Act 2018 and UK GDPR do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children.

Where children leave Young Lewisham Project, the DSL should ensure any child protection file is transferred to a new school or college as soon as possible, to allow the new school or college to continue supporting children who have had a social worker and been victims of abuse and have that support in place for when the child arrives, also ensuring secure transit, and confirmation of receipt should be obtained.

In addition to any child protection file, the DSL should also consider if it would be appropriate to share any information with the new school or college in advance of a child leaving. For example, information that would allow the new school or college to continue supporting children who have had a social worker and been victims of abuse.

Immediate Risk of Harm

If a child is in immediate danger or requires urgent medical attention, staff must take immediate action by contacting emergency services on **999** and informing the DSL as soon as possible.

If there is a risk of significant harm and the DSL is unavailable, staff must not delay action and should contact children's social care or the police directly.

Safer Recruitment

Young Lewisham Project is committed to safer recruitment and selection practices that help deter, reject or identify people who may pose a risk to children.

Recruitment checks may include:

- enhanced DBS checks (and barred list checks where appropriate)
- identity verification
- right to work checks
- references
- employment history checks
- qualification verification where relevant
- risk assessments for any gaps, concerns or pending checks

Staff and volunteers will not work unsupervised with children until all required checks are completed and deemed satisfactory.

Expectations of staff

Everyone working for Young Lewisham Project has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children and vulnerable adults in all aspects of their work.

Anyone who works for Young Lewisham Project must inform their manager if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child or vulnerable adult.

All staff and volunteers must provide supporting information and evidence to assist in the review of DBS and other safer recruitment or safeguarding checks, immediately upon request or as soon as is reasonably possible. Staff whose DBS or safer recruitment checks are pending will not be allowed to work unsupervised until their checks are complete.

Induction and Training for Staff and Volunteers:

A copy of this policy is to be provided to all staff and volunteers as part of their induction. It must be reviewed, explained and guidance given during induction, including how to respond to disclosures of abuse.

All staff and volunteers should participate in training courses on safeguarding children and young people as part of their continuing professional development (CPD). Staff and volunteers should be able to recognise signs of abuse and to action the appropriate reporting systems for this; if they do not feel confident in this respect it is their responsibility to inform their supervisor or line manager of this so a plan can be put in place.

Alleged Abuse by Staff, Volunteers or Trustees:

Any suspicion or allegation that a young person may have been abused by a member of staff or volunteer should be reported as soon as possible to the DSL. If the DSL is the subject of the suspicion allegation, it should be reported to the Lead Trustee for Safeguarding and/or Chair of Trustees.

The DSL/Trustees must take the necessary steps to ensure the immediate safety of the young person and any other young people who may be at risk. The DSL/Trustees should then immediately contact the Local Authority Designated Officer (LADO) and follow all advice.

Whistleblowing

Young Lewisham Project is committed to a culture of openness, transparency and accountability. All staff, volunteers and trustees must feel able to raise concerns about poor or unsafe practice, safeguarding failures, or concerns about the conduct of colleagues without fear of victimisation.

Concerns about the behaviour or practice of staff, volunteers, trustees or managers should be reported in line with the organisation's Whistleblowing Policy.

Where concerns relate to safeguarding and a child may be at risk, these must be reported immediately to the DSL, Lead Trustee for Safeguarding, Chair of Trustees, or directly to the Local Authority Designated Officer (LADO), children's social care, or the police if necessary.

Safer Working Practice /professional boundaries

All staff, volunteers and trustees are expected to maintain appropriate professional boundaries with children and young people at all times.

This includes:

- avoiding inappropriate physical contact
- not developing personal or secretive relationships with children
- not communicating with children through personal social media or private messaging unless authorised and recorded
- not sharing personal contact details
- avoiding behaviour that could be misinterpreted
- ensuring all one-to-one work is risk assessed and, where possible, visible or recorded appropriately

All staff must follow the organisation's Code of Conduct / Behaviour Policy.

Children Missing From Education, Home or Care

A child going missing can be a warning sign of a range of safeguarding concerns, including abuse, neglect, child sexual exploitation, child criminal exploitation, county lines, forced marriage, trafficking, or mental health risk.

Young Lewisham Project will take any unexplained absence, repeated non-attendance, or going missing seriously and will share concerns promptly with the DSL and relevant agencies where appropriate.

Forced Marriage and So-Called 'Honour'-Based Abuse

Staff must be aware that children and young people may be at risk of forced marriage or so-called 'honour'-based abuse. These are serious safeguarding concerns and may involve coercion, control, threats, emotional abuse, physical violence, or restriction of freedom.

Any concerns must be reported immediately to the DSL and, where appropriate, referred to the police or children's social care without delay.

Trafficking and Modern Slavery

Children may be exploited through trafficking or modern slavery for criminal, sexual, domestic, or financial purposes. Staff should be alert to signs of control, movement, fear, unexplained absences, or exploitation.

Any concerns should be treated as a safeguarding matter and reported immediately.

Private Fostering

Private fostering is when a child under 16 (or under 18 if disabled) is cared for by someone who is not their parent or close relative for 28 days or more. If staff become aware of a private fostering arrangement, they must inform the DSL so that the local authority can be notified.

Child-on-Child Abuse and Harmful Behaviour

Young Lewisham Project recognises that children can abuse other children. This may include physical abuse, bullying, sexual violence, sexual harassment, coercive behaviour, image-based abuse, and initiation/hazing behaviours.

Any child displaying harmful behaviour will be viewed as potentially in need of support as well as intervention. Abuse will never be dismissed as “banter”, “part of growing up”, or “just a joke”.

Equality, Diversity and Inclusion in Safeguarding

Some children may be more vulnerable to abuse, neglect or exploitation because of disability, race, ethnicity, faith, immigration status, communication needs, sexuality, gender identity, neurodiversity, and mental health needs, or experiences of discrimination.

Young Lewisham Project is committed to safeguarding all children equitably and ensuring that discriminatory, racist, sexist, homophobic, biphobic, transphobic, or faith-based abuse is identified and responded to appropriately.

One-to-One Working and Lone Working

One-to-one work with children and young people must be risk assessed and carried out in line with YLP procedures. Wherever possible:

- sessions should take place in visible or appropriate spaces
- another responsible adult should be aware of the session
- records should be kept where appropriate
- staff should avoid situations where they are alone with a child in an unobserved or closed environment unless this has been authorised and risk assessed

That’s practical and expected.

Mobile Phones, Photography, Video and Social Media

Young Lewisham Project will have clear procedures for the safe use of:

- mobile phones and personal devices
- photography and video recording
- online communication and social media

Staff, volunteers and trustees must not use personal devices or social media to communicate with children outside approved and recorded channels unless explicitly authorised under organisational procedures.

Safer Recruitment and Staff Checks

Young Lewisham Project follows best practice in line with Lewisham schools regarding safer recruitment. All staff, volunteers, and trustees:

- Are subject to enhanced DBS checks (and barred list checks where appropriate)
- Complete identity, right to work, reference, and employment history checks
- Undertake safer recruitment and safeguarding training before starting work
- Are included on the organisation's Single Central Record (SCR), which is kept up to date and reviewed regularly

Staff and volunteers cannot work unsupervised with children until all checks and training are completed and deemed satisfactory.