

# Holistic Safeguarding Safeguarding and Child Protection Policy



Safeguarding You  
to Safeguard Children

## Our Commitment

Safeguarding<sup>1</sup> and protection of children/young people <sup>2</sup>and adults at risk <sup>3</sup>is at the heart of what Holistic Safeguarding does.

Our mission is to *Safeguard You, to Safeguard Children*. This means we work with individuals and organisations to help them develop their safeguarding and child protection practices. We would always work to support an individual and/or organisation who had a concern or where we have identified a concern. However, we are child-focused and we always serve to be the voice for and prioritise the needs of the child/young person. This would be undertaken in partnership with those we were supporting. Should there be a difference in expectations, Holistic Safeguarding would always take the action required to best serve the best interests of the vulnerable person(s) concerned.

## Policy Purpose

Whilst Holistic Safeguarding does not provide any direct child/young person or adult at risk services, our consultancy, training and resource development services which assist individuals, organisations and communities serving our children/young people and adults at risk enables us to have engagement and contact with children/young people and adults at risk across a variety of means.

The purpose of this policy is to clarify Holistic Safeguarding's approach to safeguarding, child protection and protection of adult's at risk. It provides the framework to our internal personnel and external partners on how Holistic Safeguarding will demonstrate commitment and responsibilities to safeguarding and protection of those at risk.

## Policy Scope

This policy applies to all our services, undertakings and personnel serving and/or representing Holistic Safeguarding.

With safeguarding and protection being at the core of Holistic Safeguarding, these requirements include any person serving or acting on Holistic Safeguarding's behalf to recognise their advocacy for safeguarding and protection of those at risk, is across their professional and personal undertakings.

This includes any Holistic Safeguarding employees, associates, contractors, training associates, or any other form of operational partnership.

## Policy Principals

Our approach to safeguarding is driven by a number of principles which are informed by the UN Convention on the Rights of the Child, relevant legislation (e.g. Children Act 2014, Oranga Tamariki Act 1989, etc.), our values and understanding of best practice.

- **Principle 1** All children have a right to protection from harm and abuse, regardless of age, ability, gender, racial heritage, religious beliefs, sexual orientation, identity or additional vulnerabilities.

<sup>1</sup> **Safeguarding:** Is the action we take to promote the welfare (or well-being) of children to prevent them from experiencing any harm and protect them should they be experiencing harm. This encompasses child protection as part of the safeguarding continuum and focuses on the activity taken to protect individual children/young people identified as suffering or likely to suffer significant harm.

<sup>2</sup> **Children/Young People:** This policy is reflective of a child/young person including babies, children and young people from pre-birth up to 18 years (up to their 18<sup>th</sup> birthday).

<sup>3</sup> **Adults at Risk:** is any person who is aged 18 years or over and is at risk of abuse and/or neglect because of their needs for care and support. (Care Act 2014 (England)).



- **Principle 2** The best interests of the child are paramount in all considerations about their welfare and protection, including when to maintain confidentiality and when to share information about them.
- **Principle 3** Children have a right to participate in decisions about their lives. Their views, wishes, feelings and experiences are evident in our work with them.
- **Principle 4** Concerns or allegations of abuse or neglect relating to Holistic Safeguarding personnel will be managed sensitively and fairly in accordance with policies and relevant legislation.
- **Principle 5** Working together with children, their parents/guardians and other agencies is essential to promoting children’s welfare/well-being and ensuring their protection. In some limited circumstances, it will not be appropriate to engage with parents/guardians to protect the child.
- **Principle 6** As part of working together we expect professionals to act on our concerns, and if necessary we will escalate our concerns in our efforts to be satisfied that the child has been protected, taking a stand in cases where we consider the protection of the child has not been taken seriously either within Holistic Safeguarding or by those holding or investigating the concern.

## Recognising and Responding to Disclosures of Concerns

Should in the course of our work and/or engagement with others, we identify, have information or receive information that gives us cause for concern about a person’s welfare and/or safety, we will work together with our partners and if necessary specialist services to seek support for that person(s).

Should there a be a need for Holistic Safeguarding to act independently from our partner agencies (e.g. a customer) to seek that support, this action will be taken and depending on the nature of the concern may be done so without prior notice.

Holistic Safeguarding recognises all types of abuse and neglect however manages these concerns with regards to the 4 main categories of abuse (as noted in Appendix A – Categories of Abuse and Neglect).

Physical Abuse

Sexual Abuse

Emotional Abuse

Neglect

During our work, we can at times identify and/or receive disclosures from our partners (e.g. training attendees, staff representing the organisation’s we are supporting, customers of those organisations, partner agencies of our customers, etc.) who have concerns relating to a person at risk (child or adult).

## Responding To and/or Referring Concerns

Holistic Safeguarding always endeavours to work with and encourage that person to respond to their concerns as needed, this may include referring concerns to other services for support, including but not exclusive to, specialist statutory services e.g. Organa Tamariki and/or Police.

Should Holistic Safeguarding need to take action then we always aim to do this in partnership with those holding the concern (e.g. the organisation engaged with the person to whom the concern relates). Where this is not possible we aim to work in partnership with that individual/organisation in sharing information with other applicable services and if requested as much as possible aims to ensure the identity of the person/organisation reporting the concern remains anonymous.

As noted earlier within this policy, should the situation identify a lack of action and/or Holistic Safeguarding are not confident in action being taken and believes a failure inaction continues to expose risks of harm, Holistic Safeguarding may:



- Verify with the individual/organisation holding the concern that action has been taken and the organisation to whom the referral has been made; and/or
- Make an independent referral.

The person who identified the concern and/or representing the organisation will be informed of any action taken by Holistic Safeguarding unless doing so may pose a risk to the person concerned and/or any possible investigation processes.

## Recording Concerns

Where Holistic Safeguarding has had to share or refer any concerns directly and/or has provided advice and guidance to an organisation about responding to a concern, this data will be recorded within our Safeguarding Incident Systems.

The storage of all sensitive information will be in accordance with our Privacy Policy.

## Holistic Safeguarding Staff and/or Representatives

All Holistic Safeguarding staff are police vetted. Holistic Safeguarding will renew Police Vetting biannually and will support additional police checks being requested as part of any external organisational contract.

When undertaking recruitment (including for associate and/or contractor support) Holistic Safeguarding will ensure safer recruitment (as advocated within our services and resources) is undertaken, including police vetting.

All engaged personnel will be made familiar with our applicable policies, procedures and expectations within 1 week of being engaged by Holistic Safeguarding.

All personnel will be required to evidence the knowledge, skills and attitudes required to identify and respond to safeguarding and/or child protection concerns. This may be further supported by access to and undertaking of Holistic Safeguarding, safeguarding and child protection learning and development services.

## Concerns/Allegations Against Holistic Safeguarding Personnel

Safeguarding concerns and/or allegations against Holistic Safeguarding's workforce can become applicable when disclosures and/or indicators relate to:

- Workforce personnel are in a vulnerable position for their own welfare/well-being.
- Workforce conduct is or could potentially be of concern and/or inappropriate.
- Workforce conduct is against Holistic Safeguarding conduct expectations.
- An allegation has been made against the workforce member.

### What constitutes an allegation?

An allegation generally relates to 3 key areas:

- Workforce has behaved in a way that has harmed or may have harmed a child/young person.
- Workforce has possibly committed a criminal offence in relation to a child/young person.
- Workforce has behaved towards a child/young person in a manner that indicates they are unsuitable to work with children.

## Responding to Concerns/Allegations

Should a safeguarding concern and/or allegation be made against a Holistic Safeguarding staff member and/or representative, all concerns will be taken seriously and fully investigated.

- Any concerns/allegations requiring specialist service support and/or investigation will be referred directly to those specialist services e.g. Police, Oranga Tamariki.
- Concerns not meeting those thresholds will be investigated by Holistic. Should internal investigations reflect an escalation threshold or require specialist support, Holistic Safeguarding will at those stages refer concerns to specialist services e.g. Police, Oranga Tamariki.
- Where the investigation may hold a perception of bias (e.g. against the founder of Holistic Safeguarding) an independent body and/or representative will be identified to investigate the concerns/allegation.
- Holistic Safeguarding may adopt any of the following immediate safeguards until an identified timeframe or the matter is resolved:
  - Additional supervision of the workforce member concerned.
  - Redeploying the workforce member concerned with alternative duties.
  - Suspension of the workforce member concerned.
- All safeguarding actions taken are done so in the interests of protecting **all** of those involved and in the interests of maintaining a fair investigation. No action should be interpreted as anything other than a precautionary safeguarding measure while the matter is under investigation.
- Where required to support an investigation, and with consent from the workforce member concerned, Holistic Safeguarding may contact external services for historic information. This mainly relates to, but is not exclusive to, third party and/or historic allegations.
- Where consent is withheld, Holistic Safeguarding may be required to escalate concerns to statutory services that have statutory investigation powers.
- As much as possible Holistic Safeguarding will assist with the support needs for those impacted by the concerns and/or allegation, this includes the workforce member to whom the concern/allegation has been made against.

## No Settlement Agreements

Holistic Safeguarding commits to not using 'settlement agreements' where these are contrary to a culture of safeguarding.

Should a workforce member resign or cease to provide their services to Holistic Safeguarding, this will not prevent a safeguarding concern and/or allegation being investigated in accordance with our policies and procedures.

It is important for all involved that every effort is made to conclude all cases of workforce concerns and/or allegations bearing on the safety or welfare of children/young people, or adult's at risk, particularly when the person concerned may have continued access to vulnerable people outside of Holistic Safeguarding.

## **Policy Review**

Our aim is this policy will be reviewed annually or potentially sooner if in response to any applicable practice learnings, significant child protection/adult at risk learnings and/or changes in legislation.



## Other Applicable Policies and Procedures

- Privacy and Website Policy.
- Holistic Safeguarding's Terms and Conditions

If you have any questions or concerns please just contact us via [info@holisticsafeguarding.com](mailto:info@holisticsafeguarding.com) or [+64 22 394 0691](tel:+64223940691), we'd be more than happy to help.

Reviewed:	April 2020
Next Review Due:	April 2021

## Appendix A – Categories of Abuse

### Physical Abuse

Physical abuse occurs when a person subjects a child to a physically aggressive act(s). The abuser may intentionally or inadvertently place a child at risk of being hurt or inflict an injury as a result aggressive treatment of a child or physical punishment.

Physically abusive behaviour includes (but is not limited to) hitting, punching, shaking, throwing, slapping, shoving, kicking, biting, burning or scalding, drowning and suffocating. Faking or deliberately inducing an illness within a child can also be a form of physical abuse and this would include giving children harmful substances such as drugs, alcohol or poisons.

### Emotional Abuse

Emotional or psychological abuse occurs when a child persistently fails to receive the love, affection or attention they need for healthy emotional, psychological and social development.

Such abuse may involve conveying to a child they are worthless, unloved, inadequate, or valued insofar as they meet the needs of another person, continual coldness, constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule and rejection. Overprotection and limitation of exploration, learning and participation in normal social interaction are also examples of emotional abuse. As is not giving them opportunities to express their views, deliberately silencing or threatening them or exposing them to seeing/hearing the ill-treatment of another. It may also feature age or developmentally inappropriate expectations being imposed and/or interactions that are beyond a child's developmental capability.

These behaviours continue to an extent that results in significant damage to the child's physical, intellectual or emotional well-being and development. Some level of emotional abuse is involved in all types of maltreatment, though it may occur alone.

### Sexual Abuse

Sexual abuse involves forcing or enticing a child/young person to take part in sexual activities, whether or not the child/young person is aware of what is happening. It occurs when an adult or peer (from any sex) takes advantage of their power, authority or position over a child/young person for their benefit.

It may involve making sexual comments and/or engaging children to behave in sexually inappropriate ways and/or participate in sexual conversations, participate in and/or look at sexual images or activity (including over the internet/on social media). Physical contact activities may involve assault by penetration (e.g. oral sex, rape) or non-penetrative acts such rubbing and touching a child's genitals or breasts (including outside of clothing) and/or grooming a child for abuse.

### Neglect

Neglect is the persistent failure or deliberate denial to provide the child with the basic necessities of life. It is the persistent failure to meet their basic physical and/or psychological needs. Such neglect includes the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention or supervision to the extent that the child's health and development is, or is likely to be, significantly harmed. Neglect may also occur during pregnancy as a result of maternal substance abuse.

Types of neglect include physical neglect, medical neglect, neglectful supervision, emotional neglect and educational neglect.