



BCL Consultancy Limited

Experts In Supporting Education

Approved by:	Senior Leadership Team	Date:	10/09/2019
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BCL Consultancy Limited DSL 's are Ben Lewis and Andrew Kenure and are points of contact in relation to any safeguarding matters and can be contacted on 0113 4689527. If the concern is about another staff member or if an allegation is made, please contact the Managing Director Ben Lewis on 0113 4689527 or email ben.lewis@bcl-consultancy.co.uk

2 INTRODUCTION

2.1 Putting children first is at the heart of BCL Consultancy Limited, BCL Consultancy Limited believes that children and young people have the right to be safe and free from abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people, by a commitment to practice which protects them.

2.2 We recognise that:

- The welfare of the child/young person is paramount
- All children and young people have an equal right to protection from abuse, regardless of their age, culture, disability, gender, language, racial origin, religious belief, sexual orientation or identity
- Working in partnership with schools and academies, parents/carers and other agencies is an important factor of promoting the welfare of children and young people.

3 PURPOSE

3.1 BCL Consultancy Limited provides specialist services to schools, academies, settings and local authorities, this brings us in to day to day contact with children, young people and their families. Therefore, our employees, volunteers, casuals and associates are well placed to observe the outward signs of abuse and neglect and be in a position to support those who may have been abused, neglected or are considered to be at risk of significant harm.

3.2 The purpose of this policy is:

- To provide protection to children and young people receiving a service from BCL Consultancy Limited
- To provide employees, volunteers, casuals and associates with procedures for identifying and reporting cases, or suspected cases, of actual abuse, neglect or where a child or young person is considered to be at risk of significant harm
- To ensure that all adults in BCL Consultancy Limited are working together to safeguard and promote the welfare of children and young people.

3.3 This policy applies to all employees, volunteers, casuals and associates working on behalf of BCL Consultancy Limited. When using these procedures, reference should be made to the BCL Consultancy Limited Child protection procedures (2019).

4 IMPLEMENTATION

4.1 The Children Act 1989 provides the framework for the care and protection of children up to their 18th birthday. It defines parental responsibility and encourages partnership working with parents. The Children Act 2004 supplements the 1989 Act and strengthens the duty placed on all organisations working with children to work together to safeguard and promote the welfare of children. The Education Act 2002 further reinforces this duty. BCL Consultancy Limited will have full regard to the statutory guidance set out in HM Government 'Working together to safeguard children' (2018) and DfE 'Keeping children safe in education' (2019), and in doing so will work in partnership with other organisations where appropriate to identify any concerns about child welfare and take timely action to address them.

4.2 The Counter Terrorism and Security Act 2015, places a duty on all schools and specified public facing bodies in the exercise of their functions, to have "due regard to the need to prevent people from being drawn in to terrorism". BCL Consultancy Limited recognises this as part of its wider safeguarding duties and the similarities in nature to protecting children from other forms of harm and abuse.

4.3 Female genital mutilation is illegal in England and Wales under the FGM Act 2003 (as amended by the Serious Crime Act 2015). It is a form of child abuse and violence against women which comprises of procedures involving partial or total removal of the external female genitalia for non-medical reasons. This Act places a duty on all teachers and professionals to report to the police if they suspect a child under the age of 18 is at risk of or has undergone female genital mutilation.

4.4 BCL Consultancy Limited aims to create and maintain a safe environment where all children and adults feel safe, secure and valued and know they will be listened to and taken seriously. BCL Consultancy Limited is committed to implementing policies, practices and procedures which promote safeguarding and the emotional and physical well-being of children, young people and staff.

4.5 Where it is appropriate, BCL Consultancy Limited employees, volunteers, casuals and associates will contribute to early help assessments. This may be where their work brings them in to contact with children and families who would benefit from co-ordinated support from more than one agency.

4.6 In seeking to safeguard and promote the welfare of children and young people, BCL Consultancy Limited will:

- Put children first by valuing, listening to and respecting them
- Adopt child protection procedures and safer working practices policy for all employees, volunteers, casuals and associates
- Develop effective management systems and arrangements that will create and maintain a safe learning environment for all our children, young people, employees, volunteers, casuals and associates
- Support the prevention of abuse through the teaching and sharing of information about child protection and safe practice with children, young people and their families
- Ensure that all recruitment and selection processes adhere to the guidance contained in DfE 'Keeping children safe in education' (2019).

4.7 Safeguarding and promoting the welfare of children and young people goes beyond implementing basic child protection procedures. It is an integral part of all activities and functions of BCL Consultancy Limited. This policy complements and supports other relevant BCL Consultancy Limited policies and procedures.

4.8 This policy will be reviewed annually and in the month of September by the BCL Consultancy Limited Executive Team.

5 FURTHER GUIDANCE

5.1 Further guidance can be found in the following documents (In the safeguarding policies folder)

- BCL Consultancy Limited child protection procedures (2019)
- BCL Consultancy Limited Employee Code of Conduct (2013)
- BCL Consultancy Limited Safer working practices policy (2018)
- DfE, Keeping children safe in education (2019)
- HM Government, Working Together to Safeguard Children: A guide to inter- agency working to safeguard and promote the welfare of children (2018)
- HM Government, What To Do If You're Worried A Child Is Being Abused (2015)
- HM Government, Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (2018)
- DfE, The Prevent duty (2019)
- Home Office, Mandatory Reporting of Female Genital Mutilation – procedural information (2015).