



Safeguarding Policy

Children's Safeguarding Policy for Freddie Farmer Foundation

Freddie Farmer Foundation abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Safeguarding Principles

We believe that:

Nobody who is involved in our work should ever experience abuse, harm, neglect or exploitation. We all have a responsibility to promote the welfare of all of our beneficiaries, staff and volunteers, to keep them safe and to work in a way that protects them. We are fully committed to safeguarding the welfare of all the children we support. We recognise our responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation.

Purpose

Freddie Farmer Foundation will:

- Protect children and young people who receive Freddie Farmer Foundation's services from harm.
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Freddie Farmer Foundation, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Definitions:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday.

Types of Abuse:

Children may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

Safeguarding Children:

Safeguarding children is defined in [Working Together to Safeguard Children 2018](#) as:

- 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.

Safeguarding as Part of the Deal:

In safeguarding children, Freddie Farmer Foundation is committed to the principles and training of the Bromley Safeguarding Children Partnership.

(<https://www.bromleysafeguarding.org/>)

Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Training and Awareness

Freddie Farmer Foundation will ensure an appropriate level of safeguarding training is available to all our Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors). For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy

Bromley Safe Guarding Children Partnership provides free safeguarding training for organisations in Bromley that work with children, young people and their families from <https://www.bromleysafeguarding.org/articles.php?id=586>

Confidentiality and Information Sharing

A written record must be kept about any concern regarding a child with safeguarding needs. This must include details of the child involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed.**

Safe Recruitment & Selection

Freddie Farmer Foundation is committed to safe employment and safe recruitment practices and all staff are enhanced DBS checked.

Use of Website, Social Media and other Digital Technology

All employees, trustees and volunteers should be aware that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

Whistleblowing

It is important that people within Freddie Farmer Foundation have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by Freddie Farmer Foundation to protect whistleblowers.

Reporting Safeguarding Concerns

What to do in the event of an allegation/suspicion of harm

Any safeguarding issue should be notified to the **Designated Safeguarding Lead Karen Smith. Email address:** karen@freddiefarmerfoundation.org.uk **Telephone number:** 020 8313 3707.

If we think that a child or young person under the age of 18 years old, who lives in the Bromley Borough, is being abused or neglected, we will contact the **Multi-Agency Safeguarding Hub (MASH) Team** using the contact details below. If we are seriously concerned about a child's immediate safety, dial 999.

We do provide our services for children outside of the Bromley Borough and if we have concerns for those children, we will contact the integrated children services for the Borough that they reside in.

Important Contacts:

Senior Lead for Safeguarding

Name: Karen Smith

Email address: karen@freddiefarmerfoundation.org.uk

Telephone number: 020 8313 3707

Trustee for Safeguarding

Name: Deanne Catchesides

Email address: deanne@freddiefarmerfoundation.org.uk

Telephone number: 020 8313 3707

Multi-Agency Safeguarding Hub (MASH)

Telephone number: 020 8461 7373 / 7379 / 7026

Address: Civic Centre, Stockwell Close, Bromley, BR1 3UH

Email address: mash@bromley.gov.uk

Out of Hours Duty Service: 030 0303 8671

Bromley Safeguarding Children Partnership

Email address: BSCP@bromley.gov.uk

Telephone number: 020 8461 7816

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000

Review of this Policy

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 20th November 2025.

Next review date: 19th November 2026.