



PAMODZI CREATIVES

SAFE-GUARDING POLICY DOCUMENT -

YOUNG PEOPLE

Safeguarding Lead: Roni Edwards, Director

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INTRODUCTION

This is the Safeguarding Young People Policy for **Pamodzi Creatives**, which will be followed by all the members of this organisation.

Pamodzi Creatives is a Community Interest Company.

The policy is a statement of our intent that we are committed to safeguarding any child, or young person, from harm who is involved in Pamodzi Creatives and its activities.

A child or young person is defined here as anyone under the age of 18 years.

This policy sets out the roles and responsibilities of Pamodzi Creatives in working together with other professionals and agencies to ensure a commitment to a safeguarding culture within the Organisation. Pamodzi Creatives work within the Portsmouth Safeguarding Children Partnership procedures and the parameters set by them. Guidance is followed from both these organisations and from the Government.

The policy will ensure that the actions of any adult in the context of the work carried out by Pamodzi Creatives are transparent, safe, and that the welfare of all children and young people involved in Pamodzi Creatives is paramount. All children and young people will have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. We are committed to anti-discriminatory practice.

This policy will be reviewed on an annual basis (or more frequently should that be required) by the Non-Executive Board, the Safeguarding Lead and all other necessary persons.



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SAFEGUARDING CHILDREN - DEFINING CHILD ABUSE AND SIGNS AND SYMPTOMS

Abuse or neglect of a child is caused by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting: by those known to them or more rarely by a stranger (e.g. via the internet). They may be abused by an adult or adults, or another child or children.

Physical Abuse - Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm can also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This situation is commonly described using terms such as fabricated illness by proxy or Munchausen Syndrome by proxy.

Signs and Symptoms - Bruising commonly on the head or on soft areas (such as inner arm, stomach, thighs) Burns or scalds, bite marks, fractures or broken bones; unhealed or poorly healed broken bones, scarring, withdrawn or quiet behaviour, extreme anxiety, nervousness and a jumpy disposition, self-harm, aggressive.

Emotional Abuse - Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued insofar as they meet the needs of another person. It may feature age of developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child though it may occur alone.

Signs and Symptoms - Lack of self-esteem or self-confidence, speech disorders/mutism, self-harming, drug, alcohol and/or solvent misuse, lack of empathy, fear of confrontation, feeling unloved and/or worthless, lacking social skills.

Sexual Abuse - Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts. They may include non-contact activities such as involving children looking at, or in the production of, pornographic material, or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Signs and Symptoms - Oversexualised behaviour and language, frequent UTIs and/or sexually transmitted diseases, incontinence, regression into younger behaviours eg. Sucking thumb, sudden changes in behaviour and/or school performance, tendency to cling or need constant reassurance.



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Neglect - Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs and Symptoms - Excessive hunger, poor personal hygiene, frequent tiredness, inadequate clothing, untreated medical problems, rocking, hair twisting, thumb sucking, low self-esteem.

Child Exploitation (inc. Sexual and Criminal) - Child exploitation is where a young person under 18 years receives 'something' (e.g. money, food, shelter, drugs, gifts etc.) as a result of performing, and/or, others performing sexual activities on them. Exploitation can occur through the use of technology, for example the persuasion to post sexual images on the internet or on mobile phones. Violence, coercion and intimidation are common in exploitation cases. The exploitative relationship is characterised by the young person's limited availability of choice resulting from their social, economic and/or emotional vulnerability.

Signs and Symptoms - Frequently absconding from school/home/care placement, associating with older people/adults, isolation from family and friends, unexplained possessions, goods and/or money.

Substance misuse - Physical symptoms including those aforementioned in 'Child Exploitation - Signs and Symptoms.'

Preventing extremism & radicalisation - Attempting to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation. Each project will include a Risk Assessment, and where appropriate, in consultation with project partners & Portsmouth City Council's Hidden Harm Coordinator <https://www.portsmouthscp.org.uk/> Pamodzi will look at the general risks affecting children and young people in the local area and the specific risks



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which may affect groups or individuals within the project and it will propose measures to mitigate and manage these risks.

Individuals within Pamodzi Creatives need to be alert to the potential abuse of children both within their families and also from other sources including abuse by members of the organisation itself.

The Organisation should know how to recognise and act upon indicators of abuse or potential abuse involving children and young people. There is an expected responsibility for all





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members of the organisation to respond to any suspected or actual abuse of a child in accordance with the procedures outlined in this policy.

All events run by Pamodzi Creatives will have its own risk assessment. Any safeguarding potential risks are assessed and mitigated as early as possible.

CODE OF CONDUCT (including expectations)

The Non-Executive Board, contracted staff and volunteers will all follow the basic care guidelines set out in this policy and will adhere to the expectations outlined by Pamodzi Creatives as stated in this policy.

In recognition that both past and future projects involve children and young people, the following outlines the behaviours expected of all those in association with Pamodzi Creatives. This applies to the Non-Executive Board, contracted staff and volunteers.

All those in association with Pamodzi Creatives **must**:

- ✓ Treat all people, including young people, with respect
- ✓ Treat all information and data (including photographs and video footage) pertaining to a young person with sensitivity
- ✓ Be sensitive to the needs of others including the needs of young people
- ✓ Respect people's right to personal privacy
- ✓ Encourage young people and adults to feel comfortable and be willing to challenge behaviours and attitudes which are inappropriate in a caring and supportive way
- ✓ Remember that someone else may misinterpret your actions, no matter how well intentioned, and be prepared to be humble
- ✓ Be aware that physical contact can be misinterpreted whether child-initiated or otherwise
- ✓ Recognise that special caution is required when discussing sensitive issues with young people



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- ✓ Challenge unacceptable behaviour and report all allegations/suspensions of abuse to the relevant Safeguarding Lead
- ✓ Operate with the guidelines and procedures outlined in this policy in the event of a disclosure or safeguarding concern

All those in association with Pamodzi Creatives **must not**:

- ✗ Act in a manner that excludes those that you are working with
- ✗ Make suggestive or derogatory remarks towards or in front of young people
- ✗ Have inappropriate physical or verbal contact with a young person
- ✗ Be under the influence of alcohol or other substances when engaging in work with Pamodzi Creatives
- ✗ Take photographs of young people without signed consent/permission from the relevant people(s) or for purposes other than that outlined in the project brief
- ✗ Allow your own priorities to compromise the care, happiness or well-being of young people
- ✗ Jump to conclusions about others without first checking the facts
- ✗ Either exaggerate or trivialise abuse

COMPLAINTS PROCEDURE

In the instance of a breach of the code of conduct, this should be reported to the Director and Lead Contact, Roni Edwards, or member of the Non-Executive Board .

Pamodzi Creatives is committed to creating a safe and comfortable place of work where every contracted staff member or volunteer feels able to report any complaints or safeguarding



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concerns regarding their colleagues. This policy outlines that whistleblowing will remain confidential and promises that any allegations will be taken seriously and will be investigated.

ALLEGATIONS AND SAFEGUARDING CONCERNS

Non-Executive Board, contracted staff and volunteers should be aware of the signs of abuse as set out in this policy and should deal with any allegation of abuse, concerns about a child's safety or welfare or concerns about the actions of an Non-Executive Board, contracted staff member or volunteer in accordance with this child protection policy.

GUIDANCE FOR DISCLOSURES

Pamodzi Creatives recognises that a young person may seek another person out to share information regarding their experience of abuse or neglect. It is recognised that volunteer mentors or contracted workers are the most likely to hear disclosures given their direct engagement with young people. It is also possible that young people may talk spontaneously either individually or in groups while you are present and you may overhear information that makes you concerned for their welfare.

It is imperative that certain formations of conversation are adhered to should such a situation arise.

The listener **must**:

- ✓ Listen to the young person.

When a young person wants to talk about abuse, it is imperative that you listen carefully to what the young person is saying without asking, prompting or leading questions.

In the event that a disclosure pertains to a third party - within Pamodzi Creatives organisation, a third party person is likely to be an unconnected observer of a mentoring session or a member of school/organisation staffing. It may also be a friend of the young person. It is important to gather as much information as possible from this person, including their personal details (unless they wish to remain anonymous) and as much factual detail as possible about what led to their concerns. They should be advised that the information they have shared will be passed on to the



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school/organisation contact and that there is the potential that the information be passed onto the Multi Agency Safeguarding Hub (MASH).

✓ Give the child time and attention

✓ Stay calm

✓ Allow the young person to give a spontaneous account, allowing silence

✓ Make an accurate record of the information you have heard, taking care to record the timing, setting and the names of people present as well as what was said in the exact words used. It is good practice to ask a child why they are upset or how a bruise/cut was caused. Make sure to say “how did *that* happen?” as opposed to “How did *you* hurt your arm?” Notes should be made as soon as possible, preferably within one hour of the conversation with the child or third party. These notes should include exactly what was said, when, and by whom without paraphrasing or embellishment. All handwritten notes should be kept even if subsequently typed. All records and reports – handwritten or otherwise – should be passed onto the Safeguarding Lead where they will be securely and confidentially kept for an indefinite period of time.

✓ Reassure the young person that they have not done anything wrong

✓ Outline to the young person what is going to happen next: that you will be passing this information to the Lead Contact to ensure that they can get the best help and support.

✓ Explain that you will need to pass this information on in order to help keep the young person safe.

Any reports of allegations or child safeguarding concerns should be passed immediately to your point of contact. Pamodzi Creatives recognises the Director, Roni Edwards, as the direct point of contact for volunteers. In the event of an emergency where the Safeguarding Lead cannot be contacted, Pamodzi Creatives advises that a volunteer mentor contact either the Police or Portsmouth MASH and then follow up this call with an email to the Director. Volunteers are advised to pass any safeguarding concerns onto the Safeguarding Lead, Roni Edwards, who will then pass on to the appropriate school/organisation contact. Volunteers may seek advice from the designated Safeguarding Lead should they require advice regarding a child protection



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concern. All of these communications should be done immediately or at the earliest convenience.

✓ Seek pastoral support following the disclosure if needed, however, any reports, allegations or concerns raised should not be discussed with anyone other than the designated safeguarding lead and/or points of direct contact. Volunteer mentors are not permitted to share the child protection concerns with anyone other than the Director. All reports are to be kept securely and are not permitted to be shown or shared with any party unless it would aid in protecting the child from further

harm. Pamodzi Creatives recognises that sharing stories of child protection issues and discussing live case studies only serves to further the harm experienced by the child





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and thus promise to ensure that sensitive information is only shared between necessary parties.

The listener **must not** :

- X Ask the young person any questions while they are disclosing, other than questions that seek clarification. The intention is to gather information, not investigate
- X Interrupt the child or ask them to stop talking
- X Make any promises or keep any secrets
- X Throw away the record sheet on which was noted the time, date and contents of the disclosure
- X Express extreme shock or extreme emotion in response to the disclosure while the young person is talking
- X Ask the child to repeat their account to anyone
- X Pass judgement on what has been said
- X Treat the young person any differently following a disclosure
- X Never push for information even if a young person decides to stop talking.

In the event that a young person discloses abuse to someone contracted to work or volunteer for Pamodzi Creatives, contracted workers/volunteers of Pamodzi Creatives shall: Ensure that the young person is not at immediate risk of further abuse, and then follow the procedure outlined above.

In the event that a volunteer suspects abuse, but it has not been disclosed by the young person, contracted workers/volunteers of Pamodzi Creatives shall:

- Report the facts as you know and understand them to your lead contact immediately including as much detail as possible.



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The lead contact will always respond to safeguarding concerns quickly and efficiently ensuring that the information is passed on to the relevant people.

Pamodzi Creatives are committed to supporting any contracted workers or volunteers who manage a disclosure.

IN AN EMERGENCY

An emergency is if you think it is unsafe for a child to return home as they are at risk of immediate significant harm. If this is not the case, then please adhere to the policies and procedures outlined in 'Guidance for Disclosures.'

In the case of a child protection emergency, all those working with and in association with Pamodzi Creatives are advised to call either the Portsmouth MASH Line on 023 9268 8793 or to call the police directly. In the event that a disclosure is made out-of-hours, the Portsmouth MASH out-of-hours number is 0300 555 1373. It is a requirement that should an emergency number be called, there is a follow up email sent to the Safeguarding Lead to identify the reasons for the emergency call out and with attached reports on the disclosure.

Where a child has a physical injury, it is imperative that the necessary medical help is sought. An ambulance must be called should a child need urgent medical attention.

Should Pamodzi Creatives be approached by child protective services requiring relevant documents and information, Pamodzi Creatives agrees that it shall provide any information necessary in order to help safeguard young people.

SAFEGUARDING TRAINING

Pamodzi Creatives has a training matrix to ensure that the relevant organisation members hold current safeguarding training, DBS Disclosure and any additional training as appropriate.



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This is to be reviewed annually alongside this document to ensure that the safeguarding culture is maintained, adhered to and developed where necessary.

MONITORING


We will maintain and review this policy annually and consideration will be given, if necessary, to adjusting this policy to reflect any legislative changes.

Approved by Non-Executive :

Name : Sarah Roads

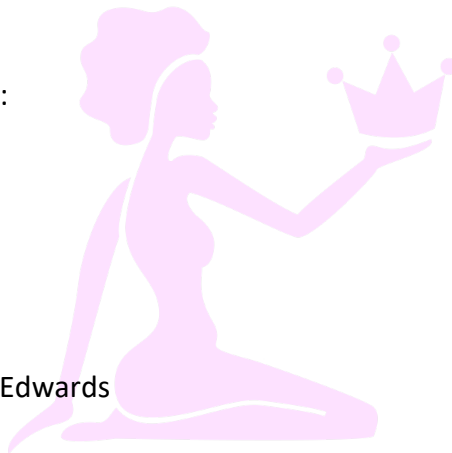
Date: 26 August 2023

Approved by Director: Roni Edwards

Signature: 

Date: 31 August 2023

Review date: 31 August 2024





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This is to certify that

Roni Edwards

Attended

Basic Awareness - Safeguarding Children

on

Tuesday 4 July 2023

Portsmouth Safeguarding Children Partnership

