

Safeguarding Children Policy

1. Introduction

This Safeguarding Children Policy is the overarching policy for child safeguarding and protection for ADHD Confident Ltd (hereafter referred to as "us", "we", or "our").

ADHD CONFIDENT LTD is a company run for the purpose of providing coaching services for children with ADHD.

The Company has adopted this Safeguarding Children Policy and expects every adult working or helping at the Company to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of Company.

2. Purpose

This policy is intended to protect children who receive any service from ADHD Confident Ltd, including those who are the children of adults who may receive services from us. Under this policy, the term children shall mean any person who is under eighteen years of age.

We believe that no child or young person should experience abuse or harm and are committed to the protection of children and young people. This policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

3. 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 and guidance is available from www.nspcc.org.uk/childprotection

4. The Risks to Children

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm of children can cover a wide range of circumstances and behaviours. For example, children can be at risk of:

- Physical or emotional abuse
- Neglect
- Sexual abuse
- Female genital mutilation (FGM)
- Grooming and exploitation
- Trafficking and modern slavery
- Exposure to or infliction of domestic abuse
- Bullying or cyber bullying
- Exposure to other inappropriate content or behaviour, such as violence or criminal behaviour
- Self-harm
- Physical harm when engaging with activities without adequate supervision

The causal factors of any such harm and/or abuse can also be wide-ranging. For example, children can be placed at risk by family members or by members of the community.

5. Safeguarding Principles

Safeguarding children from harm and abuse is an essential responsibility for our Company. We are committed to ensuring that any child who comes into contact with our services is properly safeguarded. Every person under this policy must ensure that they play an active role in ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

- Remaining alert and aware of possible safeguarding risks to children

- Guarding children against harmful environments with appropriate actions (for example, adequate supervision or ensuring safe environments)
- Taking positive steps to maintain the safety and wellbeing of children engaging with us as a Company
- Reporting concerns expeditiously and appropriately, in line with child protection procedures
- Understanding the duty to report specific concerns (and understanding how this interplays with confidentiality)
- Challenging any inappropriate or harmful behaviour of any other adult and reporting this accordingly
- Acting appropriately in the presence of children
- Not taking any inappropriate risks
- Not smoking, drinking or taking any form of illicit substances in the presence of children

6. Designated Safeguarding Lead

The management and oversight of all safeguarding matters is allocated to:

- Ben Isaacson (Company Director)

7. Confidentiality & Data Protection

All personal information we may process relating to children, shall be processed and stored in accordance with our privacy policy which can be located at: www.adhdconfident.com/

8. Safeguarding Children in Coaching

The Company Director shall hold ultimate responsibility for the safety and appropriateness of the coaching services provided.

The Company shall always obtain written consent from a parent or guardian for coaching sessions which take place without the child's responsible parent or guardian present. Consent will be obtained via:

- Parental Coaching Agreement
- Online Information Form

All coaching agreements and information forms will be kept secure and shall be stored in accordance with the Company's data protection privacy policy.

9. Responding to a Safeguarding Concern

Where a child is at immediate risk of serious harm, the adult present should call 999.

Where there is a safeguarding concern but no immediate risk of serious harm, the adult who has heard or witnessed this concern should consult with the appropriate authority as soon as practicable and by no later than the end of that same day.

Where any child makes a disclosure relating to harm or abuse to an adult, it is important to:

- Listen calmly and carefully, showing that their views are taken seriously
- Provide an appropriate and honest level of reassurance
- Avoid interrogating children and asking probing, intrusive and/or leading questions
- Avoid making false promises regarding secrets and confidentiality with the child
- Make a confidential written record of the discussion either during the discussion or immediately afterwards. The record should include the key details of the disclosure together with any relevant times, dates, places and people concerned. Audio and video recordings of children making disclosures should be avoided
- Refer all relevant information to the relevant authorities as soon as practicable afterwards, and by no later than the end of the day

Upon receipt of any safeguarding concern, the Company Director shall consult with any other relevant persons and will make any appropriate referrals to the relevant authorities, such as the applicable Local Authority Children's Services department.

10. Managing Behaviour of Children

Whenever any adult is faced with challenging or inappropriate behaviour from a child, they must:

- Treat the child fairly and equally
- Approach the situation in a calm and neutral manner
- Only ever use physical restraint/intervention in order to protect the immediate safety of a person, for example to prevent an injury or harm either to the child or others
- Make a written record of the incident and ensure this is reported appropriately to the child's parent or guardian.

11. Disclosure and Barring Service (DBS)


Checks under the appropriate legislation will be undertaken wherever required. The Company will usually undertake checks with the DBS, Access Northern Ireland, and Disclosure Scotland (whichever is applicable) in relation to all individuals who provide coaching services for children.

- A current DBS certificate is registered with www.gov.uk/dbs

Wherever we deem it is necessary and appropriate to remove any individual from a position of work in an activity which is regulated under the relevant legislation, we shall also be obliged to make a referral to the DBS, Access Northern Ireland and Disclosure Scotland.

12. Approval

12.1. This policy has been approved by the undersigned and is due for review every two years.

Name:	Ben Isaacson (Company Director)
Signature:	
Approval Date:	10/02/2022
Review Date:	10/02/2024