

LightBeam CIC Safeguarding Policy

At Lightbeam CIC, we are committed to ensuring the safety and well-being of all children and young people who attend all our events. We recognise our duty to safeguard children from harm, abuse, neglect, and exploitation. This policy outlines the procedures and guidelines to ensure all children in our care are protected and supported in a safe environment.

Aims of the Policy

- To provide clear guidance to all staff, volunteers, parents, and carers on our approach to safeguarding.
- To ensure that all staff and volunteers understand their responsibilities in safeguarding children.
- To create a safe, caring, and inclusive environment for children with SEN.
- To provide procedures for handling concerns or allegations of abuse, neglect, or exploitation.

Scope

This policy applies to all staff members, volunteers, parents, carers, and other individuals involved in running LightBeam CIC events, groups and activities.

Key Definitions

- **Safeguarding:** Protecting children from harm, ensuring their well-being, and providing safe and effective care.
 - **Child Protection:** Part of safeguarding; refers to activities undertaken to prevent children from suffering, or being likely to suffer, harm.
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Roles and Responsibilities

Our Designated Safeguarding Lead -



LightBeam CIC director/ Group Leader - Ropa Mugomezi

Email : admin@lightbeamservices.co.uk

Contact number : 07588433323

(Designated Safeguarding Lead)

- The Group Leader is the designated safeguarding lead (DSL) responsible for overseeing all safeguarding concerns.
- The DSL will ensure all staff and volunteers receive appropriate safeguarding training and follow the policy.
- The DSL will handle reports of abuse and work with relevant agencies when necessary.

All Staff and Volunteers

- Have a duty to promote the welfare of children and ensure they are safe from harm.
- Must report any concerns about a child's welfare to the DSL.
- Must complete safeguarding training and be familiar with the policies and procedures.

Parents and Carers

- Have a role in supporting the safeguarding policy and ensuring their children are safe.
- Are encouraged to share concerns about their child's welfare with the DSL or staff.

Safeguarding Principles

1. **Welfare of the Child is Paramount**

Our primary concern is the welfare and safety of children. We prioritize the needs of children in all decision-making.

2. **Equality and Inclusion**

All children have equal rights to protection. We will not discriminate based on disability, gender, race, religion, or any other characteristic.

3. **Empowering Children**

We will ensure that all children, particularly those with communication difficulties, are listened to and respected. Children are encouraged to express their views and feelings through their preferred method of communication.

Recognising Abuse and Neglect

Staff and volunteers should be aware of the signs of potential abuse or neglect, including but not limited to:

- **Physical Abuse:** Unexplained injuries, frequent absences, or fear of certain individuals.
- **Emotional Abuse:** Excessive withdrawal, anxiety, or fearfulness.
- **Neglect:** Consistently poor hygiene, malnourishment, or lack of proper care.
- **Sexual Abuse:** Inappropriate behavior or knowledge for the child's age, reluctance to be alone with certain individuals.

Special attention and observations should be given to the signs of abuse or neglect in children with SEN, as they may have difficulties communicating their experiences.

Procedures for Reporting Concerns

1. **Recognizing a Concern:**

If any staff member or volunteer has concerns about the welfare of a child, they must report it immediately to the DSL.

2. **Reporting to the DSL:**

The concern should be documented and shared with the DSL using the designated safeguarding form, including:

- Name of the child
- Nature of the concern
- Any visible signs of injury or distress

3. **Response by the DSL:**

The DSL will review the concern and, if necessary, escalate it to external agencies such as Children's Services, social care, or the police.

4. **Confidentiality:**

Concerns should be treated confidentially, and information shared only on a need-to-know basis to protect the child.

Safer Recruitment

- All staff and volunteers will undergo background checks (including DBS checks) to ensure their suitability for working with children.
 - Recruitment procedures will follow safeguarding guidelines to prevent unsuitable individuals from having access to children.
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Training and Awareness

- All staff and volunteers will receive regular safeguarding training, including how to recognize and respond to abuse.
 - Staff and volunteers will also receive training on supporting children with SEN, ensuring an inclusive and sensitive approach to their needs.
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Online Safety

- LightBeam X CIC will implement safety measures for children using digital platforms, ensuring secure online interactions.
 - Staff and volunteers must follow guidelines for appropriate online conduct and reporting any incidents of online harm.
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Dealing with Allegations Against Staff

If an allegation is made against a staff member or volunteer:

1. **Immediate Action:**
The allegation will be reported to the DSL or, if it involves the DSL, to the alternate safeguarding lead or external authorities.
 2. **Investigation:**
The DSL will conduct an initial investigation. If the allegation is serious, it will be referred to the appropriate external agency.
 3. **Support:**
Both the child and the individual against whom the allegation is made will be supported throughout the process.
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Monitoring and Review

- This policy will be reviewed annually or when legislation or circumstances change.
 - Feedback from staff, parents, and children will be used to improve the policy and safeguarding practices.
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