

Safeguarding Policy

1. Policy Statement

Iverson Trust is fully committed to the welfare and safeguarding of children and young people. Their safety and wellbeing shall be paramount in all activities the charity undertakes.

We recognise our responsibility to take all reasonable steps to promote safe practice and protect children from neglect, harm, abuse, and exploitation, including sexual and criminal exploitation.

We acknowledge our duty to act appropriately when responding to reports or suspicions that cause concern for the protection, welfare, or safety of a child or young person.

All children, regardless of age, ability, sex, gender identity, class, nationality, race, religion, sexual orientation, or background, have a right to equal protection from all types of harm or abuse.

2. Introduction

Iverson Trust works primarily with **parents and carers of children who are, or are at risk of being, sexually or criminally exploited**. Services include:

- 2.1 One-to-one telephone advice and support to parents and carers.
- 2.2 Peer support via the online parent forum and facilitated peer networks.
- 2.3 Advice on parental rights and partnership with statutory agencies such as police and social services.
- 2.4 Guidance and support when pursuing disruption and prosecution of perpetrators.
- 2.5 Volunteer support to parents and carers through the national volunteering scheme.

The charity also offers guidance and training to promote professional knowledge and understanding of child exploitation and effective family support.

3. Legal and Regulatory Framework

This policy has been developed in line with:

- Children Acts 1989 and 2004
- Working Together to Safeguard Children 2018/2023

This policy shall be reviewed **annually by the trustees**, or sooner if legislation or operational procedures change.

4. Definitions of Abuse and Exploitation

Staff, volunteers, and trustees should be aware of the main types of abuse:

- **Physical Abuse:** Non-accidental injury or harm.
- **Emotional Abuse:** Persistent emotional harm, humiliation, or exposure to domestic violence.
- **Neglect:** Persistent failure to meet a child's basic needs.
- **Sexual Abuse:** Exploitation or sexual activity imposed on a child.
- **Criminal Exploitation:** Coercion, control, or involvement in criminal activity.
- **Child Sexual Exploitation (CSE):** Manipulation or control of a child for sexual purposes.

5. Safeguarding Roles and Responsibilities

Designated Safeguarding Lead (DSL)

- Receives, records, and responds to safeguarding concerns.
- Liaises with statutory agencies (police, social services, LADO).
- Oversees staff training, supervision, and compliance.

DSL Contact:

Name: Lindsay Dalton, CEO

Telephone: 0113 240 3040 | Mobile: 07932 071821

Email: lindsay.dalton@iversontrust.org.uk

Available Monday to Friday, 9am–5pm

Deputy DSLs (DDSO)

- Act in the absence of the DSL and provide advice and support to staff.

DDSO Contacts:

- Name: Leah Entwistle, Head of Parent Support Services | Tel: 07985 328988 | Email: leah.entwistle@iversontrust.org.uk | Mon–Fri 9am–5pm
- Name: Laura Kelly, Parent Liaison Coordinator | Tel: 07375 414426 | Email: laura.kelly@iversontrust.org.uk | Tue–Thu 9am–5pm

All Staff, Volunteers, and Trustees

- Must follow this policy and report concerns promptly.
- Must complete mandatory safeguarding training.

Trustees

- Ensure the policy is implemented, monitored, and reviewed.
- Provide oversight of safeguarding practices across the organisation.
- Safeguarding Trustee: Gail Gibbons, Chair of Trustees, info@iversontrust.org.uk

6. Safer Recruitment

Iverson Trust follows safer recruitment practices:

- All staff and volunteers undergo DBS checks and reference verification.
- All new recruits receive safeguarding induction and refresher training.
- Supervision and ongoing support are provided for all personnel working with children.

7. Reporting Procedures

Staff, volunteers, or trustees who have a concern must follow these steps:

1. Identify signs of abuse, neglect, or exploitation.
2. Report immediately to the DSL or Deputy DSL.
3. Record all concerns factually and securely.
4. Respond appropriately, referring to statutory agencies as required.
5. Follow-up with ongoing support and monitoring in line with safeguarding guidance.

Parental Consent Considerations:

- Where parental consent conflicts with safeguarding concerns, the **child's welfare and protection take precedence**, and statutory agencies will be informed.

8. Confidentiality and Record-Keeping

- Safeguarding records are stored securely and access is restricted to authorised personnel.
- Confidentiality is maintained, but information will be shared with statutory agencies where a child may be at risk, in accordance with local safeguarding partnership guidance.
- Records are retained and destroyed in line with the charity's **Data Retention and Protection Policy**, ensuring compliance with UK GDPR and ICO guidance.

9. Training and Supervision

- Mandatory safeguarding training is provided on induction to all staff, volunteers, and trustees.
- Refresher training occurs at least annually.
- Line managers provide ongoing supervision and support to ensure understanding and compliance.

10. Multi-Agency Working

- Iverson Trust works in partnership with police, social services, and Local Safeguarding Children Partnerships as required.

- Staff follow statutory guidance and local referral procedures for escalation and safeguarding concerns.

11. Whistleblowing and Complaints

- Staff and volunteers may report concerns about colleagues, trustees, or practices safely through internal whistleblowing procedures.
- Reports are treated seriously, investigated confidentially, and resolved promptly.
- Staff may also contact external bodies, including the **Charity Commission** or the **NSPCC Whistleblowing Helpline**, if internal channels are insufficient.
- Any complaints will be handled through Iverson Trusts Compliments and Complaints Policy

12. Monitoring, Review, and Governance

- Trustees receive an annual safeguarding report to review compliance, incidents, actions, and lessons learned.
- Internal audits, incident reviews, and feedback from staff, volunteers, and families inform policy updates.
- The policy is reviewed annually or sooner if legislation, guidance, or operational procedures change.

Adopted by Board of Trustees: 26th January 2026

Signed: Gail Gibbons, Chair of Trustees

Review Date: January 2027