Date reviewed	**07 January 2026**
Next review date	**07 January 2027**
Named Safeguarding Lead & Deputy	**DSL: Mohammed Sehaji Deputy: Tremayne Kwade**
Signed	**M. Senhaji**

SAFEGUARDING POLICY

1. Purpose This Policy is to provide staff, volunteers, trustees and service users with the overarching principles that guide our approach to safeguarding, supporting and promoting the welfare of children and adults with care and support needs.

2. About Mo1 Youths Mo1 Youths is a youth organisation which provides mentorship, health and wellbeing support for children and young people across the Royal borough of Kensington and Chelsea. Our goal is to ensure they lead happy, healthy and safe, and safe lives, to enjoy their childhood and to have great opportunities to pursue their ambitions and be part of their community. We work with partners across the community and statutory sectors to achieve this. Safeguarding is fundamental to our work, and will ensure paid staff, volunteers will work together to fulfil our ethos which embraces difference and diversity and respects the rights of children and young people.

MO1 YOUTHS believes that it is always unacceptable for a child or vulnerable adult to experience abuse of any kind. We believe that everyone has a responsibility to safeguard the welfare of all children, young people and adults with care and support needs by a commitment to practice, which protects them from harm.

We believe that the welfare of children, young people and vulnerable adults is paramount. All children and vulnerable adults, regardless of age, disability, gender reassignment, race, religious belief, sex and sexual orientation or identity have the right to protection from all types of harm and abuse.

We recognise that some groups of children may be more vulnerable to harm or exploitation because of disability, refugee status, looked after status, poverty, gender, race and other social factors. We are committed to providing additional support to children from minority ethnic groups and disabled children to overcome barriers they may face, for example with communication or the impact of discrimination.

3. Principles

At MO1 YOUTHS we will safeguard children and adults with care and support needs by:

- Listening to children and vulnerable adults, respecting and always valuing them.
- Building a safeguarding culture where staff, volunteers, children and vulnerable adults know how they are expected to behave and feel comfortable sharing concerns
- Appointing a Designated Safeguarding Lead, Deputy and a member of the trustee board to take lead responsibility for safeguarding at the highest level in our organisation

- Providing written safeguarding and child protection procedures and making sure all staff and volunteers understand and implement the procedures
- Making sure all staff and volunteers understand and follow the safeguarding and child protection policies and what to do if they have a concern, through effective induction, training, management and supervision.
- Recruiting staff and volunteers safely, ensuring that all necessary checks are made, and safe recruitment good practice guidelines are followed
- Challenging discrimination and promoting the right to equal protection regardless of race, ethnicity, culture, religion, faith, gender, gender identity, sexual orientation, disability, social or immigration status or any other element of diversity
- Adhering to our Code of Conduct for staff and volunteers always
- Working in partnership with the safeguarding agencies, sharing information quickly with RBKC's safeguarding teams, police and the LADO. We will safeguard adults with care and support needs by implementing the Six Principles of adult safeguarding:
- Empowerment: People being supported and encouraged to make their own decisions and informed consent
- Prevention: It is better to act before harm occurs.
- Proportionality: The least intrusive response appropriate to the risk presented.
- Protection: Support and representation for those in greatest need.
- Partnership: Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- Accountability: Accountability and transparency in safeguarding practice.

4. Definitions

A child is anyone under the age of 18, as set out in the Children Act. Safeguarding concerns relate both to children at risk of abuse or neglect and to children who are at risk of not being able to thrive and meet positive outcomes in their lives. Safeguarding and promotion of children's welfare is defined in Working Together to Safeguard Children 2023 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; and
- taking action to enable all children to have the best outcomes. Child protection is part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm. Adults aged 18 and over have the potential to be vulnerable for a variety of reasons and in different situations. An adult may be vulnerable if he/she:
- Has a learning or physical disability
- Has a physical or mental illness, including addiction to alcohol or drugs
- Has a reduction in physical or mental health

• Is in the receipt of any form of healthcare

• Is detained in custody
• Is receiving community services because of age, health or disability
• Is living in sheltered or residential care home

• Is unable, for any reason, to protect themselves against significant harm or exploitation.

The following legislation is relevant to this policy, either because it has influenced its introduction and /or its content:

· Health **and Safety at Work Act 1974**

· Rehabilitation **of Offenders Act 1974**

· Rehabilitation **of Offenders Act 1974 (Exceptions) Order 1975**

· The **Police Act 1997**

· Protection **of Children Act 1999**

· Management **of Health and Safety at Work Regulations 1999**

· The **Human Rights Act 1998**

· Female **Genital Mutilation Act 2003**

· Sexual **Offences Act 2003**

· The **Children Act 1989, 2004**

· Care **Act 2014**

· Mental **capability Act 2005**

· Safeguarding **Vulnerable Groups Act 2006**

· Forced **Marriage (Civil Protection) Act 2007** ·

Equality **Act 2010**

· **Protection of Freedoms Act 2012 -The Protection of Freedoms Act 2012 is of particular importance as all decisions made to bar individuals from working with children or adults are now made by the Disclosure and Barring Service (DBS) under this legislation.**

· Modern **Slavery Act 2015**

· Serious **Crime Act 2015**

· GDPR **and Data Protection Act 2018**

· The **Children & Social Care Act 2017**

· Working **together to safeguard children 2023**

Legislative framework and guidance

At MO1 YOUTHS we recognise our legal responsibility to safeguard children and adults with care and support needs and promote their welfare.

We will therefore act within the framework set by the Children Acts 1989 and 2004 and the Safeguarding Vulnerable Groups Act 2006. We will also implement guidance including:

- Local Safeguarding Children Partnership Multi-Agency Safeguarding Children Arrangements guidance, https://www.rbkc.gov.uk/lscp/information-professionals-and-volunteers/usefulsafeguarding-contacts-professionals
- Working Together to Safeguard Children 2023, https://www.gov.uk/government/publications/working-together-to-safeguard-children--2
- London Child Protection Procedures 2019, published by the London Safeguarding Children Board, https://www.londoncp.co.uk/
- Guidance on handling safeguarding allegations in a charity, DCMS, 2020, https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees
- Social Care Institute for Excellence guidance on safeguarding for children and vulnerable adults.

Supporting Documents This policy statement should be read in conjunction with our related policies:

6. Related policies and procedures

- Safeguarding Procedures
- Safer recruitment policy and procedures
- Code of conduct for staff and volunteers
- Behaviour and Anti-bullying Policies
- Photography and image sharing guidance
- Whistleblowing policy
- Health & Safety Policy and Procedures
- Privacy Policy (including GDPR)

7.Recognising abuse and neglect

A person may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children & young people may be abused in a family, institutional or community setting; by those known to them or, more rarely, by a stranger.

Physical abuse: may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child, including by fabricating the symptoms of, or deliberately causing, ill health.

Emotional abuse: 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 only insofar as they meet the needs of another person, age or developmentally inappropriate expectations being imposed on children, causing children frequently to feel frightened, or the exploitation or corruption of children.

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 or non-penetrative acts. They may include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

Neglect: 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, such as failing to provide adequate food, shelter & clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs.

Abuse also includes Bullying, Serious Youth Violence, County Lines, Criminal Exploitation, Domestic Abuse, FGM, Grooming, Harmful sexual behaviour, Modern Slavery, Online Abuse, Radicalisation, Sexual Exploitation and Trafficking.

There are many signs of abuse and neglect including:

- regular flinching in response to sudden but harmless actions, for example someone raising a hand quickly
- showing an inexplicable fear of particular places or making excuses to avoid particular people
- knowledge of 'adult issues' for example alcohol, drugs and/or sexual behaviour which is inappropriate for their age or stage of development
- angry outbursts or behaving aggressively towards other children, adults, animals or toys
- becoming withdrawn or appearing anxious, clingy or depressed
- self-harming or thoughts about suicide
- changes in eating habits or developing eating disorders
- regularly experiencing nightmares or sleep problems
- regularly wetting the bed or soiling clothes
- in older children, risky behaviour such as substance misuse or criminal activity
- running away or regularly going missing from home or care
- not receiving adequate medical attention after injuries.

A full description is given on the NSPCC website at www.nspcc.org.uk.

Whilst these signs do not necessarily mean that a child or vulnerable person is being abused, they probably indicate that the child or family is having some problems which should be investigated.

Be Alert

- Be aware that the following children, young people and adults may be particularly vulnerable if he/she:
- is disabled and has specific additional needs
- has special educational need

- is a young carer
- is showing signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups
- is frequently missing/goes missing from care or from home
- is at risk of modern slavery, trafficking or exploitation
- is at risk of being radicalised or exploited
- is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
- is misusing drugs or alcohol themselves
- has returned home to their family from care
- is a privately fostered child

8. MO1 YOUTHS Designated Safeguarding Person (s) and Deputy

Designated Safeguarding Lead MO1 YOUTH'S:

Mohammed Senhaji, 07753177748, mo1youths@gmail.com

Deputy Designated Lead:

Tremayne Kwade, 07511 239572, tkwade@hotmail.co.uk

9. RBKC Safeguarding Contacts

Consultation and Advice about a child/young person resident in The Royal Borough of Kensington and Chelsea: Kensington and Chelsea Duty Line **Kensington and Chelsea Duty Line**

- Telephone: 020 7361 3013
- Out of hours: 020 7361 3013

Kensington and Chelsea
Please contact duty LADO for consultations and referrals

- Telephone: 020 7361 2120
- Email: KCLADO.Enquiries@rbkc.gov.uk

Aqualma Daniel, Safer Organisations Manager & Local Authority Designated Officer

- Telephone: 07870 481 712
- Email Aqualma.Daniel@rbkc.gov.uk

Sally Smith, LADO Manager

- Royal Borough of Kensington and Chelsea / City of Westminster
- Tel: 07967 764 794
- Email: Sally.Smith@rbkc.gov.uk

Contact the LBHF/ RBKC Prevent team on:

- Telephone: 020 8753 5727
- Email: prevent@lbhf.gov.uk

Social Services Line 020 7361 3013. Email: sssocialservicesline@rbkc.gov.uk A full list of Safeguarding contacts for RBKC is available at:

https://www.rbkc.gov.uk/lscb/information-professionals-and-volunteers/contacts safeguardingkensington-and-chelsea

Further information is available from the Local Safeguarding Children Partnership at: https://www.rbkc.gov.uk/lscb/

All Mo1 Youths, trustees and volunteers have a duty to safeguard and promote the welfare of children and adults.

Mo1 Youths staff do not have statutory duties or powers under the Children's Act to carry out investigations into suspicions or allegations of abuse. Our role is to identify and report any concerns about the children and vulnerable adults that we work with.

All staff and volunteers at Mo1 Youths have a duty to report concerns so that the agencies powered with investigative responsibility can do so.

All staff; trustees and volunteers should:

- Be familiar with and follow our policy and procedures for safeguarding
- Know who to contact to express concerns about a child's or adult's welfare
- Remember that an allegation of abuse or neglect may lead to a criminal investigation and therefore practitioners should not do anything that may jeopardise a police investigation, such as asking leading questions or attempting to investigate the allegations of abuse
- Attend training that raises awareness of safeguarding issues and equips them with the skills and knowledge needed.

The CEO, Mo1 Youths Mohammed Senhaji is the Designated Safeguarding Lead with overall responsibility for safeguarding and child protection. The role of the Designated Safeguarding Lead is to:

- Make sure all staff and volunteers are aware of this policy and how to raise safeguarding concerns
- Ensure all staff and volunteers understand the symptoms of abuse and neglect
- Oversee referrals and reporting of any concerns to RBKC or to the Police
- Oversee monitoring of any children who are the subject of child protection plans
- Maintain accurate and secure safeguarding records

The CEO is accountable to Trustees for safeguarding within the organisation and will ensure a clear framework for the management accountability for safeguarding is in operation.

Khalid Boukhmiss is the senior board level lead for safeguarding. The role of the board level lead for safeguarding is to provide challenge and support on safeguarding matters to the Designated Safeguarding Lead.

The board of trustees is responsible for regularly reviewing and approving the Safeguarding Policy and procedures. Trustees also play a role in safe recruitment of senior staff, dealing with allegations against staff or volunteers, disciplinary proceedings, complaints, whistleblowing, safeguarding audits and risk management, as set out in the relevant policies and procedures.

10. What to do if you have a safeguarding concern about a child or vulnerable adult

If you think that a child or vulnerable adult is at risk of immediate harm, please contact the police immediately on 999.

If you have an urgent Safeguarding concern about a child or young person, please call the Kensington **and Chelsea Duty Line without delay and follow their instructions** – Tel: 020 7361 3013 (Out of hours – 020 7361 3013)

If you have an urgent Safeguarding concern about a vulnerable adult, please contact 020 7361 3013 – Social Services Line, **socialservices@rbkc.gov.uk**

Where there is a concern about the welfare of a child, but no immediate risk, it should be discussed as soon as possible with the Designated Safeguarding Lead Mohammed Senhaji the Designated Safeguarding Lead will support the worker to write their concerns, discuss a course of action and contact the Kensington and Chelsea Duty Line.

The Designated Safeguarding Lead will respond as quickly as possible and will assess the concerns to determine whether an external referral to RBKC's children's services, to adult social services or the police should take place.
The Designated Safeguarding Lead is usually responsible for making external referrals to RBKC children's services, adult social services or the Police, except in an emergency. In the event that a staff member makes a referral, a copy must be provided immediately to the Designated Safeguarding Lead.

In an emergency, where a child, young person or vulnerable adult makes a serious allegation, or if there has been an assault or a worker witnesses an incident which causes him/her to consider a child or vulnerable adult is in **immediate** risk of significant harm, then Mo1 Youths will need to take action immediately that the child or vulnerable adult is protected. If it is not possible to discuss the

situation immediately with one of the Designated Safeguarding Leads, the worker will need to contact the police or RBKC children's services.

Mo1 Youths's CEO is responsible for ensuring that incident reports, referrals and all information regarding safeguarding individual children and adults is securely stored in a password protected computer file.

If possible and appropriate Mo1 Youths will inform the child's parents or the young person or vulnerable adult concerned of the need to make a referral and why it is being made. It is important that we work in partnership as much as possible with the families concerned.

If you are concerned that a **member of staff or any other person** is harming or abusing a child or vulnerable adult, you must report your concerns immediately to the Designated Safeguarding Lead Mohammed Senhaji. If your concern is about the CEO Mohammed Senhaji it should be reported to Mo1 Youths Board Level Lead Khalid Boukhmiss

If you have urgent concerns about the safety of a child and are unable to contact the Designated Safeguarding Lead, please contact the Deputy Designated Safeguarding Lead Youssef El Bergui If you cannot contact either the DSL or the Deputy DSL, please do not hesitate to contact the Duty Officer or the police using the numbers above. These external agencies will be in a position to determine an appropriate course of action and to advise you on next steps.

In all situations, you may be asked to provide an outline of your concerns in writing. If the matter is referred to children or adult services or the police, you may be asked to provide a formal statement of your concerns for subsequent external investigations.

11. Responding to Disclosures from children and vulnerable adults

If you are approached by a child, young person or vulnerable adult, with a disclosure that s/he is being, or has been harmed or abused, or you are informed of such a disclosure by a staff member or member of the public.

Do:

- Stay calm
- Listen to what is said, allowing the child to proceed at his or her own pace
- Explain to the child that this information will probably need to be shared with others and never promise to "keep a secret"
- Ask questions for clarification only, and not to elicit a particular answer.
- At the earliest opportunity, and within a maximum of 24 hours of the incident taking place, write a report of exactly what was said, not an interpretation (e.g. "Then X said "P touched my bum" NOT "Then X told me his friend had touched him inappropriately") and ensure this report is signed and dated. (Use incident report form Appendix)

Don't:

- Promise to keep the information secret. Make it clear that you have a duty to refer the matter on.
- Stop the individual who is freely recalling significant events.
- Make the individual tell anyone else. S/he may have to be formally interviewed later, and it is important to minimise the number of times information is repeated.
- Make any suggestions to the individual about how the incident may have happened
- Question the individual, except to clarify what they are saying.
- Discuss the information with anyone other than your line manager, a Safeguarding Officer or an appropriate external agency.

If concerns have arisen over a period of time from observations of a child or vulnerable adult's behaviour or through observation of someone's behaviour towards the child or vulnerable adult, the Mo1 Youths worker should **write a report with dates, about what has caused him/her concern. As with a verbal disclosure this report must be objective, with descriptions of specific and observable incidences and should distinguish fact from opinion. (Use incident report form Appendix).**

12. Allegations of abuse made against children

Please be aware that sometimes children of both genders can direct physical, sexual or emotional violence towards their parents, siblings, or other children.
The harm caused to children by harmful or bullying behaviour of other children, either by a single child or groups of children can be significant. This may take the form of a single incident or ongoing harmful behaviours.
Such abuse is subject to the same safeguarding procedures as apply in respect of children being abused by an adult.

When it is alleged that a child has been abused by another child, this must be reported to the

Designated Safeguarding Lead and referred to RBKC's family services as set out in this Safeguarding Policy. Two separate referrals should be made – one for the child who is alleged to have been abused and a separate referral for the child who is alleged to be the abuser. This may result in investigation of each child's needs separately or a identifying an alternative or more local strategy.
More information can be found in the London Child Protection Procedures, Section 15, https://www.londoncp.co.uk/chapters/ch_harm_others.html.

Children who harm others should be held responsible for their harmful behaviour and professionals responding to them should be alert to the fact that they are likely to pose a risk to children other than the current victim.

13. Creating safe and supportive environments

We aim to create a safeguarding culture in which children, young people and vulnerable adults are supported to participate fully and are able to express any concerns that they have about safeguarding issues.

Contact with children
There are a number of situations where contact with children may occur including:

a. Events - parents taking their children to childcare facilities associated with a training or other event.
b. Visits out outings with children and young people.

Staff are not likely to be alone with a child face to face in any of the above situations, but they may be providing telephone or online services on a one-to-one basis. Staff will also sometimes observe directly, infer from statements made or hear information that raises.

14. Allegations against staff members and personnel

Allegations of abuse or concerns raised against members of staff, volunteers, trainers or trustees, will always be treated seriously. Where there is an allegation against a member of staff the CEO should be informed immediately, and a disciplinary investigation will be carried out. There may also be criminal (police) investigations. Where the allegation concerns any of the above personnel the chair of the trustees will be involved in the investigation.

The CEO will pass on all concerns relating to staff to the Local Authority Designated Officer (LADO, see Appendix for contact details). In the first instance this can be verbal but should be followed up by a written Childcare Concern.

Local Authority Designated Officer (LADO)
The LADO deals with allegations against staff within the children's workforce in RBKC. Where one of the following allegations have been made, these must be reported to the LADO within one working day:

- behaved in a way that has harmed or may have harmed a child
- possibly committed a criminal offence against or related to a child

- behaved towards a child/child in a way that indicates he/she will pose a risk of harm if they work with children regularly or closely.

The LADO can also be contacted for advice regarding concerns or suspicions about behaviour towards children by staff within RBKC's children's workforce. This includes volunteers as well as paid staff and those in a position of trust for example faith leaders. The RBKC LADO can be contacted on: Telephone: 020 7361 3013

Email: KCLADO.Enquiries@rbkc.gov.uk
When Mo1 Youths personnel are asked to leave for safeguarding reasons, the Disclosure and Barring Service must be informed: https://www.gov.uk/guidance/making-barring referralsto-the-dbs

15. Privacy, Confidentiality and Information Sharing

Mo1 Youths will respect the privacy of the child, young person or vulnerable adult, by recognising that all information regarding possible or actual abuse within a setting should be kept confidential to the Designated Safeguarding Lead and the staff immediately involved with the child.

The Designated Safeguarding Lead will disclose any information about an abused child on a need toknow basis only. All staff, volunteers and trustees must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children, eg the policy and social care.

Mo1 Youths will ensure that data about children, young people or vulnerable adults will be stored securely.

Mo1 Youths use of images policy and consent form for use of photographs ensures informed consent is given before images can be used.

Mo1 Youths will also respect the privacy of staff members, by following the procedures set out in our Disciplinary and Grievance procedures and by keeping HR information confidential and secure. Information is shared on a need-to-know basis and the RBKC LADO will be informed of allegations against staff, and we will follow any advice given by the LADO.
Mo1 Youths will take a balanced approach to confidentiality, set out in more detail in our Confidentiality Policy, based on the seven golden rules for information sharing set out in *Information sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers,* published by the Government and the principles that information sharing must be: necessary and proportionate, relevant, adequate, accurate, timely, secure and recorded.

Mo1 Youths complaints procedure is an important way in which concerns can be surfaced and should be easily accessible to clients.

For more information see Mo1 Youths:

- Privacy Policy (inc GDPR)
- Confidentiality Policy
- Complaints Procedure

16. Safer Recruitment

Mo1 Youths Recruitment and Selection Policy put in place procedures to ensure that thorough checks are made prior to appointment of staff, volunteers and freelance consultants, in order to prevent a person using their position to harm a child or vulnerable adults.

For all posts at Mo1 Youths the following vetting checks are carried out prior to confirming the appointment:

- A Self-Disclosure form to disclose previous spent/unspent convictions and disciplinary or capability procedures.
- Identity documents including photographic identity
- Proof of right to work in the UK
- References including a professional reference using a pro-forma template
- Qualification certificates if required for the role
- Disclosure and Barring Service (DBS) Check if eligible. All appointments to posts involving direct work with children and/or vulnerable adults will be subject to an Enhanced Disclosure from the DBS, and agreement to re-check every 3 years.

Volunteers and freelance consultants post the same level of risk to clients as paid staff. Vetting checks include:

- a self-disclosure form to disclose previous spent/unspent convictions
- References including a professional reference using a pro-forma template
- DBS check if eligible.

All volunteers and freelancers working directly with children and/or vulnerable adults will be subject to an Enhanced Disclosure from the DBS, and agreement to re-check every 3 years.

A criminal record does not prevent employment at Mo1 Youths. A thorough Risk Assessment is carried out by the line manager if convictions are revealed on the declaration form or criminal record check or it is not possible to obtain a criminal record check from abroad, prior to confirming or withdrawing an appointment.

Mo1 Youths Induction Policy ensures a thorough induction for new staff into the organisation. As part of Induction, the line manager must ensure new staff read key corporate policies, including Safeguarding, Vulnerable adult protection, Data Protection and Confidentiality policies, and understand their personal responsibilities within these, and that any training needs are identified and addressed. An Employee Handbook will be made available. Mo1 Youths ensures that all staff receive regular on-going management support and feedback on performance, to ensure that performance meets appropriate standards and training, and development opportunities are discussed.

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17. Induction, Supervision and Training

Mo1 Youths Recruitment and Selection Policy put in place procedures to ensure that thorough checks are made prior to appointment of staff, volunteers and freelance consultants, in order to prevent a person using their position to harm a child or vulnerable adults.

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- A Self-Disclosure form to disclose previous spent/unspent convictions and disciplinary or capability procedures.
- Identity documents including photographic identity
- Proof of right to work in the UK
- References including a professional reference using a pro-forma template
- Qualification certificates if required for the role

- Disclosure and Barring Service (DBS) Check if eligible. All appointments to posts involving direct work with children and/or vulnerable adults will be subject to an Enhanced Disclosure from the DBS, and agreement to re-check every 3 years.

Volunteers and freelance consultants post the same level of risk to clients as paid staff. Vetting checks include:

- a self-disclosure form to disclose previous spent/unspent convictions
- References including a professional reference using a pro-forma template
- DBS check if eligible. All volunteers and freelance consultants working directly with children and/or vulnerable adults will be subject to an Enhanced Disclosure from the DBS, and agreement to re-check every 3 years.
- A criminal record does not prevent employment at Mo1 Youths. A thorough Risk Assessment is carried out by the line manager if convictions are revealed on the declaration form or criminal record check or it is not possible to obtain a criminal record check from abroad, prior to confirming or withdrawing an appointment.
- Mo1 Youths Induction Policy ensures a thorough induction for new staff into the organisation. As part of Induction, the line manager must ensure new staff read key corporate policies, including Safeguarding, Vulnerable adult protection, Data Protection and Confidentiality

policies, and understand their personal responsibilities within these, and that any training needs are identified and addressed.

18. Code of Conduct

Staff are encouraged in line with our Policies and Procedures, especially Equality & Diversity Policy, to value diversity and respect the contribution of each individual.

Employees are encouraged to raise concerns about employment practices and concerns will be taken seriously. Unlawful discrimination, bullying or harassment will not be tolerated. The Grievance Policy sets out how to raise concerns both informally and formally, how concerns will be investigated and support for individuals raising a concern as well as for employees who are the subject of a complaint.

Employees will not suffer any negative treatment for giving constructive criticism or raising a genuine grievance.

Mo1 Youths whistle blowing policy provides guidance for staff on confidential reporting of concerns about wrongdoing in the workplace.

Mo1 Youths also has a clear policy for staff on IT usage forbidding inappropriate use of materials which includes sexually explicit material, obscene remarks and abusive or discriminatory messages.

Mo1 Youths Code of Conduct Policy provides information to staff and volunteers working with children and young people. Staff and Volunteers should be provided with this information as part of their induction.

Online Presence and Social Media

Mo1 Youths works to ensure that our online and social media presence are safe and supportive places for our members, visitors and contributors.
While we encourage debate, we do not tolerate behaviour which makes other users feel uneasy or unable to contribute to the page. As such, we reserve the right to remove posts which are aggressive in tone, abusive towards other users or disruptive to how the forum or page operates. Racist, sexist, homophobic or bullying posts will be removed without delay.

Mo1 Youths social media and Media Policy Statement provides further information and should be used in conjunction with this policy.

19. Early intervention and referral support

Mo1 Youths is committed to supporting the wellbeing of the children, young people and vulnerable adults that we work with. We work closely with partner agencies to provide support to children, young people and vulnerable adults, not just on child protection issues.
There are a wide range of supportive services that we can help children and families to access. This includes Child & Adolescent Mental Health Services, Serious Youth Violence teams, PREVENT teams, the NHS, local youth services, charities and the local food banks.

RBKC a wide range of services for children and young people that we can easily signpost and refer to parents and service users this includes therapeutic services, arts providers, Legal aid support services, arts practitioners, family support, support for young people at risk.

20. Staff responsibility policies

All paid Mo1 Youths staff and volunteers are required to read our policies and procedures, including those on Safeguarding, and to understand their responsibilities in their role.

This Safeguarding Policy has been updated and agreed upon by the Mo1Youths Trustee's 07/01/2026. The next review date is on 07/01/2027.

Appendix

Appendix 1 - Useful Contacts

MO1 YOUTHS Designated Safeguarding Person (s) and Deputy Designated

Safeguarding Lead MO1YOUTH'S:

Mohammed Senhaji, 07753177748, mo1youths@gmail.com

Deputy Designated Lead:

Tremayne Kwade, 07511 239572, tkwade@hotmail.co.uk

Board Member Safeguarding Lead:

Khalid Boukhmiss, 077305605957, khalidb1casa@gmail.com

Appendix 2

RBKC Safeguarding Contacts

Consultation and Advice about a child/young person resident in The Royal Borough of Kensington and Chelsea:

Kensington and Chelsea Duty Line – Tel: 020 7361 3013 (Out of hours – 020 7361 3013) For

LADO consultations and referrals please contact the duty Child Protection Adviser on:

Telephone: 020 7361 3013
Email: KCLADO.Enquiries@rbkc.gov.uk

Bi borough PREVENT

Telephone: 020 8753 5727
Email: **prevent@lbhf.gov.uk**

Adult Social Care

020 7361 3013 – Social Services Line **socialservices@rbkc.gov.uk**

A full list of Safeguarding contacts for RBKC is available at:

https://www.rbkc.gov.uk/lscb/information-professionals-and-volunteers/contacts safeguarding-kensington-and-chelsea

Further information is available from the Local Safeguarding Children Board at: https://www.rbkc.gov.uk/lscb/

Appendix 3: Incident/Concern Recording Log

Section 1: Details of the child and their parent/carer		
Name of child/young person:		
Gender: ☐ **Male** ☐ **Female** ☐ **Other**	**Age:**	**Date of Birth:**
Ethnicity.	**Religion:**	**Child's First Language:**

Home Address (including postcode and address of parent/carer if different from child:
Communication Needs (interpreter/signer/other):
Additional Needs:

Sibling Information:
Section 2: Your Details
Your Name:
Your Position:
Date and Time of Incident:

Section 3: Your Report	
Are you reporting your own concerns or responding to concerns raised by someone else?	
	If responding to concerns raised by someone else, please provide their name and position within the organisation:

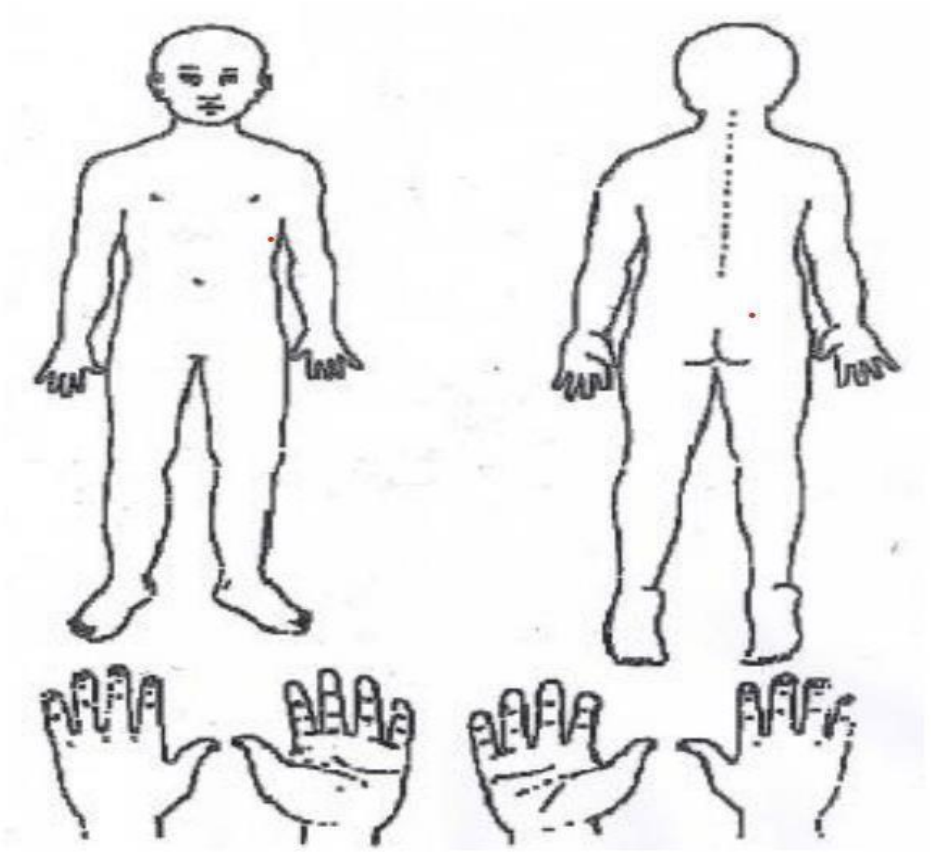
☐ **Responding to my own concerns** ☐ **Responding to concerns raised by someone else**	

Please provide details of the incident or concerns you have, including times, dates or other relevant information (such as a description of any injuries, whether you are recording fact, opinion or hearsay)
The child/young person's account, if it can be given, of what has happened and how:

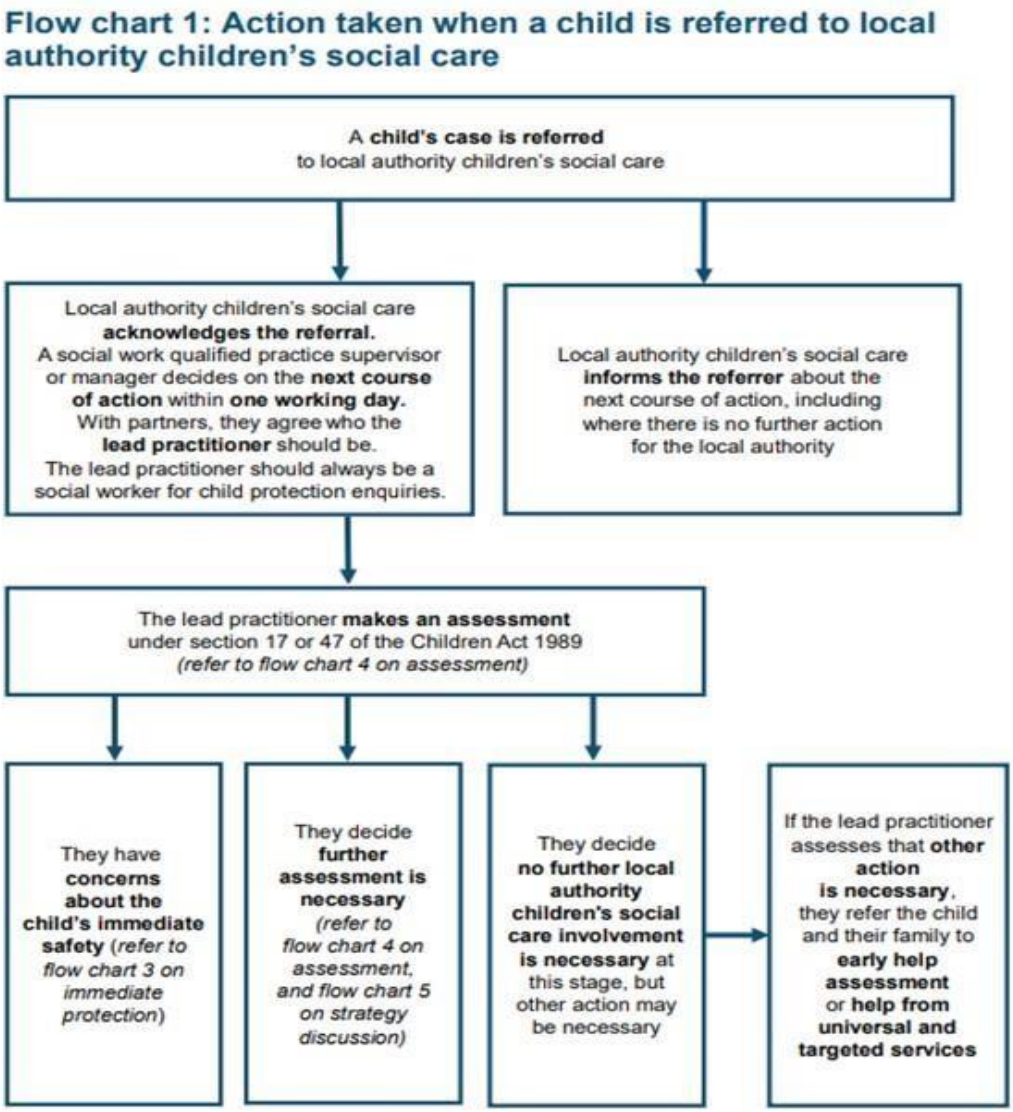
Please provide details of the person alleged to have caused the incident/injury including. Where possible, their name, address and date of birth (or approximate age):
Please provide details of any witnesses to the incident(s):
Your signature:
Designated Safeguarding Lead received this information Date: **Time:** **DSL's signature:**

Body Map

If there are visible marks on the child or young person, they should be recorded on the body map below.



Appendix.4



Appendix 5

Types of Abuse Glossary

Types of Abuse There are 4 main categories of abuse - these are:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect

There are many more specific forms of abuse and safeguarding issues which can fit and overlap with other forms i.e. Sexual Exploitation could be sexual, emotional, and physical. Children may suffer from multiple different forms of abuse, and this increases the risks to them.

Working Together draws attention for the need for an overall context for a child's wellbeing and safeguarding, so we also need to think about the context of the community the wider community around the child (extra-familial or contextual safeguarding).

Types of Abuse

Child Sexual Exploitation (CSE): Involves coercing or manipulating children into sexual activities for the perpetrator's benefit. Relevant UK policy: Department for Education (DFE) guidance on child sexual exploitation.

Child Criminal Exploitation (CCE): Involves exploiting children to commit criminal activities, such as drug trafficking or theft. Relevant UK policy: Home Office guidance on tackling county lines and child exploitation.

Grooming: The process of building an emotional connection with a child to gain their trust for the purpose of sexual abuse, exploitation, or trafficking. Relevant UK policy: Department of Health (DOH) guidance on identifying and responding to grooming behaviours.

Online Abuse: Involves using digital platforms to harass, intimidate, or exploit children, often through social media, messaging apps, or online gaming. Relevant UK policy: UK Council for Child Internet Safety (UKCCIS) guidance on online safety.

Cybercrime: Involves using technology to commit criminal acts against children, such as hacking, identity theft, or online fraud. Relevant UK policy: National Crime Agency (NCA) guidance on cybercrime prevention.

Radicalisation and Extremism: Involves the manipulation of children's beliefs and ideologies for extremist purposes, leading to potential involvement in terrorism or radical activities. Relevant UK policy: Prevent Duty guidance and Channel Programme for safeguarding vulnerable individuals from radicalisation.

Harmful Sexual Behaviour: Refers to inappropriate or harmful sexual actions exhibited by children, which may stem from exposure to sexual abuse or trauma. Relevant UK policy: Department for Education (DFE) guidance on responding to harmful sexual behaviour in schools.

Child on Child Abuse: Involves children perpetrating abuse or harm against other children, which can include physical, sexual, or emotional abuse. Relevant UK policy: Department for Education (DFE) guidance on safeguarding and promoting the welfare of children in educational settings. **Child Trafficking:** Involves the recruitment, transportation, and exploitation of children for various purposes, including sexual exploitation, forced labour, or organ harvesting. Relevant UK policy: Modern Slavery Act 2015 and Home Office guidance on identifying and supporting victims of trafficking.

Harmful Sexual Behaviour: Refers to inappropriate or harmful sexual actions exhibited by children, which may stem from exposure to sexual abuse or trauma. Relevant UK policy: Department for Education (DFE) guidance on responding to harmful sexual behaviour in schools.

Forced Marriage: Involves coercing individuals, often children or young adults, into marriage against their will, with no consent or under duress. Relevant UK policy: Forced Marriage (Civil Protection) Act 2007 and the Government's Forced Marriage Unit, which provides guidance, support, and legal protection for victims.

Female Genital Mutilation (FGM): Refers to the partial or total removal of external female genitalia or other injury to the female genital organs for non-medical reasons. Relevant UK policy: Female Genital Mutilation Act 2003 and the Serious Crime Act 2015, which criminalize FGM and provide support for prevention, protection, and prosecution.

Modern Slavery: Encompasses various forms of exploitation, including forced labour, domestic servitude, and sex trafficking, where individuals are coerced, deceived, or controlled for financial gain. Relevant UK policy: Modern Slavery Act 2015, which provides legal definitions of slavery, servitude, forced labour, and human trafficking, and establishes measures for prevention, prosecution, and victim support., and human trafficking, and establishes measures for prevention, prosecution, and victim support.

Children with Additional Vulnerabilities: SEN Children with Special Educational Needs are 3 times more likely to be abused by their peers and are more likely to suffer from child-on-child isolation. They

can disproportionately be impacted by things like bullying and face additional safeguarding challenges. It may also be more difficult for these children to disclose. Be aware that there may be barriers to recognising abuse also exist such as change in mood / behaviours can easily be dismissed as behaviour associated with their needs or even injuries being dismissed without further explanation. Other examples of vulnerable children include:

Children with a social worker Looked After Children, Children requiring Mental Health Support Children who are Missing from Education Children to identify as LGBTQI+

This Safeguarding Policy has been updated and agreed upon by the Mo1Youths Trustee's 07/01/2026. The next review date is on 07/01/2027.