

# Child Protection Policy

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## 1. Introduction

Safeguarding is the action that is taken to promote the welfare of children and protect them from harm. The purpose of this policy is to ensure that everyone involved in the charity is aware of the importance that the Board of Trustees place on child protection.

## 2. Other Related Policies & Procedures

**A list of the other policies and procedures that relate to this policy:**

- Child Protection Procedure
- Adult At Risk Policy
- Adult At Risk Procedure

## 3. Responsibilities

This policy applies to all staff and volunteers that may have contact with children visiting the hospital. Child protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are being abused, those who are suffering, or likely to suffer, significant harm. Effective child protection is essential as part of a wider work to safeguard and promote the welfare of children. All employees of Mildmay should aim to proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced. Children need special rights because of their unique needs and because they need additional protection to keep them safe. These rights are incorporated into legislation such as The Children Act 1989 and 2004, the Sexual Offences Act 2003, the Female Genital Mutilation Act 2003 and the Forced Marriage Act 2007.

Safeguarding Vulnerable People in the Reformed NHS: Accountability and Assurance Framework (NHS England 2015) clearly sets out the safeguarding roles, duties and responsibilities of all NHS contracted organisations.

## 4. Aims

Mildmay's inpatient unit admits patients over the age of 18 and the hospital is not registered to provide inpatient care to children under the age of 18. However, all staff need to have an awareness and understanding of child safeguarding issues, as a significant proportion of Mildmay's adult inpatients may be the parent or guardian of children, or they may have

significant contact with the children of partners, relatives, neighbours or friends. It is possible that some of these children might visit or attempt to visit the adult inpatient during their Mildmay admission. In addition, many of Mildmay's staff, students and volunteers may be the parent or guardian of a child, or they may have regular contact with children.

It also needs to be recognised that some of Mildmay's adult inpatients might have a history of being 'looked-after' children, they may be vulnerable adults and up until the age of 24 might still be placed under the responsibility of Child Safeguarding Teams.

This Policy aims to provide guidance to all staff about child safeguarding, and to ensure that Mildmay Hospital complies with national legislation, guidance and policies such as The Children Act 1989 and 2004 and 'Working Together to Safeguard Children (2018)' and the 'Protection of Children Act (1999)'.

If staff have any concerns regarding a child protection issue they are to follow this policy. Child protection is a part of Safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific children who are being abused, those who are suffering, or likely to suffer, significant harm. Effective child protection is essential as part of a wider work to safeguard and promote the welfare of children. All employees of Mildmay should aim to proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced. Children have specific rights due to their unique needs and because they need additional protection to keep them safe. These rights are incorporated into legislation such as The Children Act 1989 and 2004, the Sexual Offences Act 2003, Female Genital Mutilation Act 2003 and the Forced Marriage Act 2007.

Safeguarding Vulnerable People in the Reformed NHS: Accountability and Assurance Framework (NHS England 2015) sets out clearly the safeguarding roles, duties and responsibilities of all NHS contracted organisations.

The policy is available to all staff, students and volunteers via the hospital's internal drives and is available to all external colleagues and members of the public on request.

## 5. Commitment to Safeguarding

Mildmay Hospital is strongly committed to the safeguarding of children as well as adults. Our staff will:

- Remain alert to safeguarding risks and ensure familiarity with this safeguarding policy
- Take all suspicions and/or allegations of abuse or risk to children seriously and respond swiftly in accordance with this policy. This includes taking seriously any allegations made against an adult working or volunteering with children.
- Share information appropriately.
- Attend safeguarding training.

- Escalate matters of concern as required and be alert to our Whistleblowing Procedure.
- Ensure that all concerns and discussions about a child's welfare, the decisions made and the reasons for those decisions are recorded in writing.

## **6. Safer Recruitment**

Mildmay is committed to Safer Recruitment and the procedure for recruitment is outlined in detail in the Recruitment and Selection Procedure, which is reviewed by Mildmay's Human Resources Manager.

Mildmay is committed to recruiting staff and volunteers safely, ensuring that all necessary steps are taken and checks made, in line with best practice and legal requirements.

Job descriptions at Mildmay highlight the safeguarding expectations of the post-holder.

## **7. Board Responsibilities**

The ultimate responsibility for ensuring the Child Protection Policy rests with the Board of Trustees. Responsibility is delegated by the Board to the Chief Executive Officer.

The Board will ensure sufficient time and financial resources are available to implement this policy which will be formally adopted and recorded in the minutes of a meeting of the Board of Trustees.

The Board will review this policy at least every two years.

## **8. Review**

This policy is updated annually by the SIRO (Senior Information Risk Officer) in the light of any new Guidance received.

## 9. Change History Record

Issue	Description of Change	Approval	Date
1.0	Initial issue	Board of Trustees	28 <sup>th</sup> March 2019
1.1	Minor changes	Board of Trustees	27 <sup>th</sup> November 2020
1.2	Review	Board of Trustees	29 <sup>th</sup> September 2022
1.3	Review & Additions	Board of Trustees	May 2024

**Signed by (the Chief Executive Officer and Chair of Board):**

**Chief Executive Officer**

Name: Geoff Coleman

Signature:

Date:

**Chair**

Name: The Very Reverend John Richardson

Signature:

Date: