

## **World Jungle Safeguarding Policy**

*Updated: September 2025*

*Review date: September 2026*

### **Safeguarding Key Info**

Immediate steps to take if there is a safeguarding concern. Full procedure, including how to make a referral, is outlined below (see section 5).

### **Safeguarding Process for Reporting Concerns**

**If you are ever concerned that a child is in immediate danger, please call the police on 999.**

Everyone has a responsibility to refer a child when it is believed or suspected that a child:

- Has suffered significant harm and /or;
- Is likely to suffer significant harm and/or;
- Has developmental and welfare needs which are likely only to be met through provision of family support services (with agreement of the child's parent).

### **To report a concern if you work with children or young people**

#### **During office hours**

You can call Children and Families Front Door Service on 01452 426565 (Monday to Friday 9am to 5pm).

#### **Out of office hours**

If the issue cannot safely wait until the next working day, please contact the Emergency Duty Team on 01452 614758 and provide us with as much information as possible.

**Enquiries needing an immediate response should be called in to prevent any delay. This would include:**

- When it is felt a child or young person is at immediate risk of harm
- When a child protection investigation is needed (because of physical, sexual and emotional abuse or chronic neglect)

### **Request for service**

Please email a completed MARF to [childrenshelpdesk@gloucestershire.gov.uk](mailto:childrenshelpdesk@gloucestershire.gov.uk). Please use the link below to download the current form. You can also [complete a MARF online](#).

If you are concerned about a child and/or vulnerable adult you must share your concerns. Initially you should talk to one of the people designated as responsible for child and/or vulnerable adult protection within your organisation. In this organisation this person is **Ben Ward 07889 512644**.

If one of those people is implicated in the concerns you should discuss your concerns directly with **Jane Manning 07878865297**.

You should consult with your local **Social Care Duty & Investigation Team (01452 426565 during office hours, or 01452 614758 outside of office hours)** in the area where the child and/or vulnerable adult resides, in the following circumstances:

- when you remain unsure after internal consultation as to whether child and/or vulnerable adult protection concerns exist
- when there is disagreement as to whether child and/or vulnerable adult protection concerns

(Consultation is not the same as making a referral but should enable a decision to be made as to whether a referral to Social Care or the Police should progress.)

## **The Scope of this Policy**

This policy outlines World Jungle's commitment to safeguard and promote the welfare of children and vulnerable adults. It provides staff and volunteers with the principles and procedures that determine our approach to child protection.

This policy applies to anyone working on behalf of World Jungle, including senior managers and the board of trustees, paid staff, volunteers, and sessional workers.

All organisations that provide services for, or work with, children and vulnerable adults must have:

- Clear priorities for safeguarding and promoting the welfare of children and vulnerable adults, explicitly stated in strategic policy documents
- A clear commitment by senior management to the importance of safeguarding and promoting welfare
- A clear line of accountability and defined roles and responsibilities within the organisation for safeguarding and promoting the welfare of children and vulnerable adults.
- Recruitment and human resources management procedures that take account of the need to safeguard and promote the welfare of children, vulnerable adults and young people, including arrangements for appropriate checks on new staff and volunteers. eg DBS (Disclosure and Barring Service).
- Safe working practice guidance which staff/volunteers have read and understood
- Procedures for dealing with allegations of abuse against members of staff and volunteers, including a Named Senior Officer to whom allegations and concerns are reported
- Arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively, and keep this up-to-date by refresher training at regular intervals; and that all staff, including temporary staff and volunteers who work with children and vulnerable adults, are made aware of the establishment's arrangements

for safeguarding and promoting the welfare of children and vulnerable adults and their responsibilities for that

- Policies for safeguarding and promoting the welfare of children and vulnerable adults including a child protection policy, and procedures that comply with World Jungle's Safeguarding Children and vulnerable adults policies and procedures for safeguarding.
- Arrangements to work effectively with other organisations to safeguard and promote the welfare of children and vulnerable adults, including arrangements for sharing information.
- A culture of listening to, and engaging in dialogue, with children and vulnerable adults- seeking children's views in ways that are appropriate to their age and understanding, and taking account of those views in individual decisions and in the establishment or development of services
- Appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children and vulnerable adults to be addressed.
- Safeguarding of on-line, social media and generic ICT activities by and for learners and staff and stakeholders.

These are all either directly addressed in this policy or, whenever appropriate, in a different policy document (such as our 'Code of Conduct').

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### **1. Introduction**

1.1 This document is the Safeguarding Children and Vulnerable Adults Policy for World Jungle which will be followed by all members of the organisation and followed and promoted by those in the position of leadership within the organisation.

1.2 Individual partner agencies are responsible for ensuring that their employees are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare and vulnerable adults.

1.3 The purpose of the organisation is creating opportunities for play, learning and development.

1.4 We know that being a young person makes them vulnerable to abuse by adults. The purpose of this policy is to make sure that the actions of any adult in the context of the work carried out by the organisation are transparent and safeguard and promote the welfare of all young people.

1.5 We also note that some children are additionally vulnerable and that extra safeguards may be needed to keep those children safe from abuse.

1.6 This document is written in accordance with *Working Together to Safeguard Children 2023* and was reviewed in November 2024.

1.7 Principles upon which this policy is based:

- The welfare of a child, young person and vulnerable adults will always be paramount
- The welfare of families will be promoted
- The rights, wishes and feelings of children, young people and vulnerable adults and their families will be respected and listened to
- Keeping safe from harm requires people who work with children and vulnerable adults to share information.

- Those people in positions of responsibility within the organisation will work in accordance with the interests of children, vulnerable adults and young people and follow the policy as outlined below.

## **2. Safeguarding Children and Vulnerable Adults Policy**

### **2.1 Immediate action to ensure safety**

Immediate action may be necessary at any stage in involvement with children and vulnerable adults and families.

IN ALL CASES IT IS VITAL TO TAKE WHATEVER ACTION IS NEEDED TO SAFEGUARD THE CHILD OR CHILDREN AND/OR VULNERABLE ADULTS CONCERNED i.e.

- If emergency medical attention is required, this can be secured by calling an ambulance (dial 999) or taking a child to the nearest Accident and Emergency Department.
- If a child is in immediate danger the police should be contacted (dial 999) as they alone have the power to remove a child immediately if protection is necessary, via their powers to use Police Protection.

### **2.2 Recognition of Abuse or Neglect**

Abuse and neglect are forms of maltreatment of a child and/or vulnerable adults. Somebody may abuse or neglect a child and/or vulnerable adult by inflicting harm, or by failing to act to prevent harm.

Children and vulnerable adults may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

Types of abuse and neglect include the following, though it should be acknowledged that abuse does not always sit neatly within a single category:

## **Physical Abuse**

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

## **Emotional Abuse**

Emotional abuse is the 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 and vulnerable adults that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person.

It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children and vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children. *Some level of Emotional Abuse is involved in all types of ill treatment of a child and/or vulnerable adult though it may occur alone.*

## **Sexual Abuse (inc. Upskirting)**

Sexual abuse involves forcing or enticing a child, young person and/or vulnerable adult 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 (e.g. rape or buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children and vulnerable adults in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children and vulnerable adults to behave in sexually inappropriate ways. Upskirting, whereby a photograph is taken under a person's clothing without them knowing, is another form of non-contact sexual abuse and is, as of 2019, a criminal offence.

## **Neglect**

Neglect is the failure to meet a child's and/or vulnerable adult basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate care-givers)
- ensure access to appropriate medical care or treatment

It may also include Neglect of, or unresponsiveness to, a child's and/or vulnerable adult basic emotional needs.

## **Risk of, or involvement in, violent crime**

Staff should also be aware of indicators that may signal that children are at risk from, or are involved in, serious violent crime. These indicators include:

- Unexplained gifts/new possessions – these can indicate children have been approached by/involved with individuals associated with criminal networks/gangs
- Increased absence from school
- Change in friendship/relationships with others/groups
- Significant decline in performance
- Signs of self-harm/significant change in wellbeing
- Signs of assault/unexplained injuries

Staff should also be aware of the associated risks and understand the measures in place to manage them.

## **2.3 Expectations of Awareness and Response**

Individuals within the organisation need to be alert to the potential abuse of children and vulnerable adults both within their families and also from other sources including abuse by members of that organisation.

The organisation should know how to recognise and act upon indicators of abuse or potential abuse involving children and vulnerable adults and where there are concerns about a child's welfare. There is an expected responsibility for all members of the organisation to respond to any suspected or actual abuse of a child in accordance with these procedures.

## **2.4 Concerns and Confidentiality**

It is good practice to be as open and honest as possible with parents/carers about any concerns. However, you **MUST NOT** discuss your concerns with parents/carers in the following circumstances:

- where Sexual Abuse or sexual exploitation is suspected
- where organised or multiple abuse is suspected
- where there are concerns a child may be at risk of Female Genital Mutilation
- where fabricated or induced illness (previously known as Munchausen Syndrome by proxy) is suspected
- where contacting parents/carers would place a child, yourself or others at immediate risk

## **2.5 Decision making**

Decisions on safeguarding should not be taken in isolation. Consult with your senior manager/safeguarding lead on the right course of action.

### **3. What to do if Children and Vulnerable Adults talk to you about abuse or neglect**

It is recognised that a child and/or vulnerable adult may seek you out to share information about abuse or Neglect, or talk spontaneously individually or in groups when you are present. In these situations YOU MUST:

- Listen carefully to the child and/or vulnerable adult. DO NOT directly question the child
- Give the child and/or vulnerable adult time and attention.
- Allow the child and/or vulnerable adult to give a spontaneous account; do not stop a child who is freely recalling significant events.
- Make an accurate record of the information you have been given taking care to record the timing, setting and people present, the child's and/or vulnerable adult's presentation as well as what was said. Do not throw this away as it may later be needed as evidence.
- Use the child's and/or vulnerable adult's own words where possible.
- Explain that you cannot promise not to speak to others about the information they have shared - do not offer false confidentiality.
- Reassure the child and/or vulnerable adult that:
  - ✓ they have done the right thing in telling you;
  - ✓ they have not done anything wrong;
- Tell the child and/or vulnerable adult what you are going to do next and explain that you will need to get help to keep him/her safe.
- DO NOT ask the child and/or vulnerable adult to repeat his or her account of events to anyone

If you have a Child and/or vulnerable adult protection concern you should:

### **4. Consult about about your concern**

4.1 Because of your observations of, or information received you may become concerned about a child and/or vulnerable adult who has not spoken to you.

4.2 It is good practice to ask a child and/or vulnerable adult why they are upset or how a cut or bruise was caused, or respond to a child and/or vulnerable adult wanting to talk to you. This practice can help clarify vague concerns and result in appropriate action.

4.3 If you are concerned about a child and/or vulnerable adult you must share your concerns. Initially you should talk to one of the people designated as responsible for child and/or vulnerable adult protection within your organisation. In this organisation this person is **Ben Ward 07889 512644**.

4.4 If one of those people is implicated in the concerns you should discuss your concerns directly with **Jane Manning 07878865297**.

4.5 You should consult with your local Social Care Duty & Investigation Team in the area where the child and/or vulnerable adult resides, in the following circumstances:

- when you remain unsure after internal consultation as to whether child and/or vulnerable adult protection concerns exist
- when there is disagreement as to whether child and/or vulnerable adult protection concerns

4.6 Consultation is not the same as making a referral but should enable a decision to be made as to whether a referral to Social Care or the Police should progress.

## **5. Making a referral**

5.1 A referral involves giving Social Care or the Police information about concerns relating to an individual or family in order that enquiries can be undertaken by the appropriate agency followed by any necessary action.

5.2 Parents/carers should be informed if a referral is being made except in the circumstances outlined in section 2.4.

5.3 However, inability to inform parents for any reason should not prevent a referral being made. It would then become a joint decision with Social Care about how and when the parents should be approached and by whom.

5.4 Managing different concerns:

- If your concern is about harm or risk of harm from a family member or someone known to the children and/or vulnerable adults, you should make a telephone referral to the Social Care Duty & Investigation Team in the area where the child and/or vulnerable adult resides
- If your concern is about harm or risk of harm from someone not known to the child and/or vulnerable adult family, you should make a telephone referral directly to the Police.
- If your concern is about harm or risk of harm from an adult in a position of trust or if your concern is that a child and/or vulnerable adult or their family need additional help or support, you should contact the appropriate Locality Team

5.5 Information required when making a referral

Be prepared to give as much of the following information as possible (in emergency situations all of this information may not be available).

Unavailability of some information should not stop you making a referral.

- Your name, telephone number, position and request the same of the person to whom you are speaking.
- Full name and address, telephone number of family, date of birth of child and/or vulnerable adult and siblings.

- Gender, ethnicity, first language, any special needs.
- Names, dates of birth and relationship of household members and any significant others.
- The names of professionals known to be involved with the child/family and/or vulnerable adult e.g.: GP, Health Visitor, School.
- The nature of the concern; and foundation for the concern.
- An opinion on whether the child may need urgent action to make them safe.
- Your view of what appears to be the needs of the child and/or vulnerable adult and their family.
- Whether the consent of a parent with Parental Responsibility has been given to the referral being made.

#### 5.6 Action to be taken following the referral

- Ensure that you keep an accurate record of your concern(s) made at the time.
- Put your concerns in writing to the Social Care Duty & Investigation Team following the referral (within 48 hours)
- Accurately record the action agreed or that no further action is to be taken and the reasons for this decision.

## **6. Allegations against adults who work with children and/or vulnerable adults**

6.1 If you have information that suggests an adult who works with children and vulnerable adults (in a paid or unpaid capacity) has:

- behaved in a way that has harmed or may have harmed a child and/or vulnerable adult.
- possibly committed a criminal offence against, or related to, a child and/or vulnerable adult.
- behaved towards a child/children and/or vulnerable adult/s in a way that indicated s/he is unsuitable to work with children and/or vulnerable adults.

You should speak immediately with your line manager or senior manager who has responsibility for managing allegations. The senior manager will consult with/make a referral to the LADO (Local Authority Designated Officer).

6.2 If one of those people is implicated in the concerns you should discuss your concerns directly with the LADO (Local Authority Designated Officer).

## **7. E-safety**

7.1 The same principles apply to online safety as do in-person safety. Given our work is focused on working with young people and vulnerable adults in-person, this policy is focused on addressing concerns about online safety if these situations arise when World Jungle is working in-person.

### 7.2 Possible risks concerning E-safety

- Accessing age inappropriate or illegal websites.
- Receiving unwanted or upsetting text, social media, or e-mail messages or images.
- Being "groomed" by an adult with a view to meeting the child or young person for their own illegal purposes including sex, drugs, or crime.
- Viewing or receiving socially unacceptable material such as inciting hatred or violence.
- Sending bullying messages or posting malicious details about others.
- "Sexting" sharing sexual images which risk breaching laws on child pornography and may be shared or uploaded to the internet without the sender's knowledge or consent.

### 7.3 How we will ensure the e-safety of young people and vulnerable adults:

- We will pay due regard to concerns regarding E-Safety. We will respond to concerns about online abuse in line with World Jungle's Safeguarding policy and procedure.

- Ensuring personal information about the adults and children who are involved in our organisation is held securely and shared only as appropriate.
- Ensuring that images of children, young people and families are used only after their written permission has been obtained, and only for the purpose for which consent has been given.

## **8. Confidentiality**

See the World Jungle 'Confidentiality Policy'.

## **9. Safe Recruitment**

World Jungle is committed to safeguarding and promoting the welfare of all staff, customers and children and expects all staff and volunteers to share this commitment. Therefore, it is vital that World Jungle applies recruitment and selection procedures that identify people who are suitable to work with children.

### **Who this affects**

The measures described in this policy should be applied in relation to everyone who has responsibility for the care of children /vulnerable adults for any length of time and, at the discretion of Director, those who regularly come into contact with children in a supporting capacity.

### **The aims of this are to:**

- Help deter, reject or identify people who might harm children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

- Operate such procedures consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about candidates.
- Seek to secure an on-going safe and secure environment for children by ensuring all staff are suitably trained in recognising and responding to signs of harm.

### **Recruitment Procedures**

All people responsible for recruitment will:

- Ensure that when a post is advertised the advertisement makes clear the organisation's commitment to safeguarding and promoting the welfare of children.
- Ensure each role has a full job description and person specification which makes reference to the responsibility for safeguarding and promoting the welfare of children.
- Obtain and scrutinise comprehensive information from applicants and take up and satisfactorily resolve any discrepancies or anomalies.
- Obtain two independent references that answer specific questions to help assess an applicant's suitability to work with or near children and follow up any concerns. One of which will be from the applicant's most recent employer, where appropriate.
- Conduct a face to face interview to explore the candidate's suitability to work with or near children as well as his/her suitability for the post.
- Verify the successful candidate's identity and eligibility to work in the UK.
- Verify, where necessary, that the successful applicant has all the academic or vocational qualifications claimed.

- Check his/her previous employment history and experience by completing a thorough review of the job application form. Any gaps in employment will be thoroughly explored to understand the reasons for the gaps.
- Conduct an enhanced disclosure criminal record check via the Disclosure and Barring Service (DBS). Suitability will be continually checked and reviewed through regular supervisions, any changes following a candidate's appointment should be notified to a Senior Manager as soon as reasonably practical.
- Ensure all new staff are familiarised with our Safeguarding Policies and Safer Working practices.

As part of the probationary period all new employees are required to complete Safeguarding Training which will be periodically updated.