



SAFEGUARDING POLICY

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SAFEGUARDING POLICY

1. Introduction to the Policy

This Safeguarding Policy sets out the framework, principles, and procedures that Byram House follows to protect children and young people from harm, abuse, neglect, and exploitation. The policy applies to all staff, volunteers, agency workers, and anyone acting on behalf of Byram House, whether working at 62 Deighton Road, 66 Deighton Road, online, or in any other setting.

Safeguarding is everyone's responsibility. This policy is designed to ensure that every child in our care feels safe, listened to, and respected, and that all concerns are responded to promptly, professionally, and in the best interests of the child.

Safeguarding and child protection continue to be paramount concerns. The key current aspects and trends include:

1. **Digital Safeguarding** – With the increasing prevalence of digital technologies, safeguarding efforts now extend to the digital realm. The Online Safety Act 2023 has now been fully implemented (25 July 2025), requiring regulated digital service providers to implement measures from Ofcom's Children's Safety Codes of Practice. This includes stronger expectations around online risk assessment and the protection of children from online grooming, harmful content and cyber-bullying.
2. **Trauma-Informed Approaches** – Professionals are trained to understand the impact of trauma on child development and behaviour, and to provide sensitive, supportive responses.
3. **Anti-Discriminatory and Culturally Informed Practice** – A stronger focus on understanding and challenging racism and discrimination, with clear expectations that organisations actively challenge racism and inequality. All staff must understand how discrimination can affect children's experiences of safeguarding.
4. **Preventative Strategies** – An increased focus on addressing the root causes of child maltreatment before harm occurs, embedded within the *Family Help* framework which brings together targeted early help and statutory support into a single, more seamless offer.

5. **Multi-Agency Collaboration** – Stronger emphasis on multi-agency accountability, including clearer roles, responsibilities and accountability across safeguarding partners, and use of data to evidence the impact of arrangements on children and families.
6. **Children’s Participation and Rights** – Promoting children’s participation and respecting their rights in all aspects of safeguarding.
7. **Technology and Innovation** – Technology is leveraged to enhance child protection, with duties under UK GDPR and the Online Safety Act 2023 now forming an integrated framework for online safety.
8. **Capacity Building and Training** – Training programmes develop skills in risk assessment, trauma-informed practice, anti-discriminatory practice, and working with diverse populations.

Byram House is committed to ensuring that children and young people are effectively safeguarded at all times. **The Home is Byram House, which comprises the two residences at 62 Deighton Road and 66 Deighton Road.** This policy applies when working online and offline, in either residence, and in all virtual forums.

Byram House employees **must** ensure that:

- Children and young people feel safe and are listened to, valued and respected.
- Safer recruitment procedures are thoroughly followed (refer to the Safer Recruitment Policy).
- They understand their roles and responsibilities through ongoing learning, development, and supervision.
- They are vigilant in monitoring possible signs of abuse, including for those children with complex learning difficulties or specific communication needs.
- They follow appropriate procedures for sharing safeguarding concerns with relevant professionals in a timely manner.
- They understand and implement local safeguarding procedures as set out in Kirklees Safeguarding Children Partnership arrangements.
- Children and young people have opportunities to learn about appropriate relationships and recognise unacceptable behaviour.

2. How this Policy Benefits the Home

This Safeguarding Policy benefits Byram House in the following ways:

- **Legal Compliance** – It ensures the home meets all current statutory requirements, including the Children’s Homes Regulations 2015, Working Together to Safeguard Children 2026, and the proposed revisions to Keeping Children Safe in Education 2026 (expected implementation from September 2026). The policy also reflects the updated Social Care Common Inspection Framework (SCCIF) for Children’s Homes (2026).
- **Clarity for Staff** – It provides clear roles, responsibilities and procedures, enabling confident, consistent action.
- **Child-Centred Safety** – It places the welfare of each child at the centre of every decision, aligned with the SCCIF’s strengthened focus on children’s lived experience, what daily life feels like for them, and how well staff understand each child, their needs, identity and communication.
- **Multi-Agency Working** – It establishes effective links with safeguarding partners, the MASH, LADO, police and other agencies, reflecting strengthened expectations for multi-agency child protection under Working Together 2026.
- **Risk Reduction** – By defining ‘Home’ and other key terms, it eliminates confusion about the dual-site operation (62 & 66 Deighton Road).
- **Training Framework** – It sets out a clear training and update schedule aligned to current statutory expectations.
- **Reputation and Inspection Readiness** – A robust, up-to-date policy supports positive Ofsted inspections under the refreshed SCCIF 2026, which now places a sharper focus on promoting stability, preventing unnecessary moves, and demonstrating what has genuinely changed for the child.

3. Definitions & Legislation

3.1 Definitions

Term	Definition
Home	Byram House, the children's home registered with Ofsted, which comprises two residences at 62 Deighton Road and 66 Deighton Road.
Company	IMS Care LTD, the registered provider and legal entity responsible for operating Byram House.
Byram House	The name used throughout this policy to refer to the home and its staff, distinct from the company (IMS Care LTD).
62 Deighton Road	One of the two residences that form Byram House.
66 Deighton Road	The other residence that forms Byram House.
Child / Young Person	Any person under the age of 18 who is accommodated at Byram House.
Staff	All employees, agency workers, volunteers, and contractors working at Byram House (either residence).
Designated Safeguarding Lead (DSL)	The person appointed within Byram House with lead responsibility for safeguarding concerns.
LADO	Local Authority Designated Officer (Kirklees).
MASH	Multi-Agency Safeguarding Hub (Kirklees Front Door Safeguarding Hub).
Contextual Safeguarding	An approach recognising that children may be at risk of harm outside their family, in neighbourhoods, schools or online.

Significant Harm	The threshold defined in the Children Act 1989 justifying compulsory intervention in family life.
Family Help	The system of non-statutory and statutory multi-agency help, support and protection that responds flexibly and wraps support around families at the point of need. Brings together Targeted Early Help and Section 17 support into a single, seamless offer.
Multi-Agency Safeguarding Arrangements (MASA)	Local arrangements established by safeguarding partners to work together to safeguard and promote the welfare of children in their area.
Neglect	Persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of health or development.
Physical Abuse	Deliberate infliction of physical injury or harm on a child.
Emotional Abuse	Persistent emotional maltreatment causing severe and adverse effects on the child's emotional development.
Sexual Abuse	Forcing or enticing a child to take part in sexual activities, whether or not the child is aware.
CSE (Child Sexual Exploitation)	A form of child sexual abuse where an individual or group takes advantage of an imbalance of power to coerce a child into sexual activity in exchange for something the victim needs or wants.
County Lines	Gangs and organised criminal networks exploiting children to move and store drugs and money, using coercion, intimidation and violence.
FGM	Female Genital Mutilation – all procedures involving partial or total removal of the external female genitalia for non-medical reasons.

Prevent	The statutory duty under the Counter-Terrorism and Security Act 2015 to prevent people from being drawn into terrorism.
Channel	A multi-agency programme providing support to individuals at risk of radicalisation.

3.2 Key Legislation and Statutory Guidance (2026 Update)

Legislation / Guidance	Key Provisions	Relevance to this Policy
Children Act 1989	Section 47 – duty to investigate where a child is suffering or likely to suffer Significant Harm. Introduces the concept of Significant Harm as the threshold for compulsory intervention.	Defines the legal basis for child protection intervention and the home’s duty to cooperate with local authority enquiries.
Children Act 2004	Establishes the statutory framework for multi-agency safeguarding arrangements.	Underpins the requirement for Byram House to work within local safeguarding partner arrangements (Kirklees).
Children’s Homes (England) Regulations 2015	Regulation 40 – notification of serious events to Ofsted. Quality Standards for children’s homes.	Requires the home to notify Ofsted of serious incidents, including those relating to safeguarding concerns.

Safeguarding Vulnerable Groups Act 2006	Establishes the Disclosure and Barring Service (DBS) and the legal duty to refer individuals who pose a risk to children.	Governs safer recruitment and the home's duty to refer staff to DBS where they have caused harm or pose a risk.
Data Protection Act 2018 & UK GDPR	Sets out rules for processing personal data. Provides lawful bases for sharing information without consent where necessary for safeguarding.	Confirms that data protection is not a barrier to sharing safeguarding information. All staff must complete GDPR training.
Online Safety Act 2023	Fully implemented from 25 July 2025. Requires regulated online services to implement Ofcom's Children's Safety Codes of Practice.	Reinforces that online harms (grooming, cyber-bullying) must be treated with same seriousness as offline harm. Staff must consider online risks in all safeguarding assessments.
Counter-Terrorism and Security Act 2015	Section 26 – the 'Prevent duty': "have due regard to the need to prevent people from being drawn into terrorism."	Places a statutory duty on the home to have arrangements to protect children from radicalisation.
Serious Crime Act 2015	Section 5B – mandatory reporting duty for regulated professionals in relation to FGM.	Requires staff to report known cases of FGM to the police.
Working Together to Safeguard Children 2026	Replaces 2023 edition. Introduces Family Help (combining Early Help and Section 17	The core statutory guidance that shapes all safeguarding practice

	support), strengthened multi-agency expectations, anti-racist and culturally informed practice, and stronger responses to child sexual abuse and extra-familial harms.	in the home. Must be read and followed by all staff.
Keeping Children Safe in Education 2026 (proposed)	Consultation closed April 2026; expected implementation September 2026. Aligns with Working Together 2026, addresses emerging online risks, and embeds guidance on gender-questioning children.	Adopted as best practice for children's homes. Staff must be aware of its principles, particularly around peer-on-peer abuse and online safety.
Children's Social Care National Framework 2026	Refreshed March 2026. Updated purpose reflecting early intervention and providing the right help at the right time.	Sets the strategic context for safeguarding and child protection, including the home's role within the wider system.
Social Care Common Inspection Framework (SCCIF) for Children's Homes 2026	Effective from 1 April 2026. Focuses on children's lived experience, how well staff understand each child, promoting stability, and demonstrating what has genuinely changed for the child.	Guides how Ofsted inspects the home's safeguarding practice. The home must evidence impact, not just process.
Crime and Policing Bill 2025-2026	Introduces new notification requirements for child cruelty offenders (analogous to sex offender notification) to strengthen monitoring beyond licence periods.	Relevant where a child in the home has been a victim of child cruelty or where a staff member

		or visitor is subject to such notification.
Children's Wellbeing and Schools Bill (introduced December 2024)	Aims to improve child protection, track children not in school, and introduce a new Information Sharing Duty and Single Unique Identifier.	Supports earlier and more effective information sharing when safeguarding concerns arise, including when a child is missing or at risk.

4. The Policy

4.1 Policy Statement

Byram House is committed to ensuring that children and young people are effectively safeguarded at all times. The Home is Byram House, which comprises the two residences at 62 Deighton Road and 66 Deighton Road. This policy applies when working online and offline, in either residence, and in all virtual forums.

The 2026 statutory guidance reinforces that safeguarding is everyone's responsibility and applies to **all** children, including those who are looked after, living in kinship care, adopted, or where there are concerns during pregnancy.

Byram House employees **must** ensure that:

- Children and young people feel safe and are listened to, valued and respected.
- Safer recruitment procedures are thoroughly followed (refer to the Safer Recruitment Policy).
- They understand their roles and responsibilities through ongoing learning, development, and supervision.
- They are vigilant in monitoring possible signs of abuse, including for those children with complex learning difficulties or specific communication needs.
- They follow appropriate procedures for sharing safeguarding concerns with relevant professionals in a timely manner.
- They understand and implement local safeguarding procedures as set out in Kirklees Safeguarding Children Partnership arrangements.
- Children and young people have opportunities to learn about appropriate relationships and recognise unacceptable behaviour.

Byram House also implements a **contextual safeguarding** approach: *"...an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse."* (Dr Carlene Firmin)

The 2026 guidance emphasises the importance of understanding children experiencing simultaneous harms or multiple harms, and the link between online harm and harm experienced in person.

Safeguarding is everyone's responsibility. While local authorities and placing authorities have statutory responsibilities, safeguarding is everyone's responsibility. The children in our care are at the centre of all that we do, and any actions taken are in the best interests of the child. The children and young people are always listened to, and their voices are always heard and advocated for.

4.2 What is Safeguarding and Child Protection?

Safeguarding refers to proactive measures to protect children and promote their welfare, creating environments free from abuse, neglect, and harm. Under Working Together 2026, safeguarding operates within the **Family Help** framework, bringing together early help and statutory support into a coordinated, multi-agency offer responsive to families at the point of need.

Child Protection focuses on responding where a child may be at risk of significant harm, including identifying, assessing and intervening to protect the child. The updated statutory framework reinforces a child-centred, whole-family approach and strengthens expectations for multi-agency child protection practice.

Defining Significant Harm / Child Abuse

The Children Act 1989 introduced 'Significant Harm' as the threshold justifying compulsory intervention. Under Section 47, local authorities must make enquiries where a child is suffering or likely to suffer Significant Harm.

The four categories of child abuse deemed forms of Significant Harm are:

- **Neglect** – persistent failure to meet basic physical and/or psychological needs.
- **Physical Abuse** – deliberate infliction of physical injury or harm.
- **Emotional Abuse** – persistent emotional maltreatment causing severe adverse effects.
- **Sexual Abuse** – forcing or enticing a child into sexual activities.

All staff must be aware of the signs and indicators of child abuse.

4.3 Local Arrangements for the Home

All staff must be aware of local safeguarding arrangements relevant to the home. Byram House arrangements are in line with **Kirklees Safeguarding Children Partnership** and the statutory framework of **Multi-Agency Safeguarding Arrangements (MASA)** under Working Together 2026.

The guidance clarifies that collaborative leadership and timely decision-making are needed for effective multi-agency working and addressing system issues.

Local contact details:

- **Kirklees Local Authority Designated Officer (LADO):** LADO.cases@kirklees.gov.uk | 01484 221126
- **Immediate danger:** 999
- **Kirklees Safeguarding Hub (MASH – ‘Front Door Safeguarding Hub’):** 01484 456858 (out of hours: 01484 414850)

What happens when I contact the MASH? A trained ‘screening’ social worker will take information, provide clear advice, analyse your information, decide how the concern will be dealt with, and tell you what happens next. If progressed, they will record on the child’s file and update parents/carers/professionals within 3 days of completed referrals where safe to do so.

For more information: <https://www.multiagencysafeguardinghub.com/kirklees-mash/>

4.4 Safeguarding Training and Updates

This policy **must** be read in conjunction with:

- Restrictive Physical Intervention Policy
- Bullying and Cyber Bullying Policy
- Harmful Sexual Behaviours Policy
- Safer Recruitment Policy
- Data Protection Policy
- Internet Safety Policy
- Whistleblowing Policy
- Complaints Policy
- Code of Conduct
- Children's Homes Regulations 2015 including Quality Standards
- **Working Together to Safeguard Children 2026**
- **Keeping Children Safe in Education 2026 (proposed – to be implemented from September 2026)**

Safeguarding updates must be regularly provided to staff through face-to-face training, meetings or written updates.

- Safeguarding training must be provided (and recorded) to all staff **at least annually**.
- Designated Safeguarding Leads must refresh their advanced training **at least every two years**.
- All staff must receive updated training on **anti-racist, anti-discriminatory and culturally informed practice** in line with Working Together 2026.
- Training must also cover **online harms** in line with the Online Safety Act 2023 implementation.

4.5 Partnership Working and Sharing Information

Partnership working is key to keeping children safe. Under Working Together 2026, there is an increased focus on how partnerships use data, share information and evidence the impact of safeguarding arrangements on children and families, not just activity. Annual reports are expected to demonstrate learning and improvement.

All homes must comply with the Data Protection Policy incorporating **UK GDPR** and the **Data Protection Act 2018**. All staff must complete GDPR training.

The GDPR are not a barrier to sharing safeguarding information. Safeguarding concerns must always be passed on. It is not necessary to seek consent to share information for safeguarding purposes provided there is a lawful basis.

4.6 Designated Safeguarding Lead

The Designated Safeguarding Lead (and deputies) will receive DSL training every two years.

Main responsibilities:

- Provide support and advice to staff regarding safeguarding concerns.
- Lead on advising staff of any action to be taken.
- Ensure children and young people are immediately safeguarded from harm.
- Ensure appropriate cover during their absence.
- Liaise with local authorities and other professionals, sharing information and fully assisting with enquiries.
- Adopt a child-focused and holistic approach to decisions.
- Refer allegations to LADO **within one working day**.
- Refer safeguarding concerns to placing and host local authorities.
- Refer suspected radicalisation to Prevent and the local Channel panel.
- Refer suspected FGM to the police.

- Refer suspected CSE, trafficking and county lines to the police.
- Refer cases to DBS after staff dismissal or suspected harm.
- Liaise with management and HR regarding any allegations against staff.
- Ensure compliance with local safeguarding partnership work.
- Ensure all staff receive regular safeguarding update training.
- Provide safeguarding updates to senior managers.
- **Ensure effective monitoring and oversight of all safeguarding concerns, including those relating to multiple and overlapping harms as emphasised in Working Together 2026.**

4.7 Roles and Responsibilities of Staff

All staff must:

- Complete mandatory safeguarding training.
- Know and implement this policy, the Code of Conduct, and the behaviour management policy.
- Report any concern immediately (verbally and in writing on the same day).
- Listen to children, never promise secrecy, document factually.
- Be alert to signs of neglect, exploitation, radicalisation, FGM, and peer-on-peer abuse.
- Understand the risks of children missing from home.
- **Actively challenge discrimination, racism and inequality** where observed, in line with updated guidance expectations.
- **Understand the link between online harm and harm experienced in person** as highlighted in Working Together 2026.

4.8 Reporting Concerns

If a child or young person discloses information:

- Listen without dismissing what they say.
- Do not promise secrecy – explain the duty to share information.
- Write down what the child says, accurately and in their own words.
- Immediately report to management or DSL (verbally and in writing same day).
- Prioritise the child's immediate safety.

On receipt, the DSL must consider all information and report within **one working day** to host authority, placing authority and, where relevant, LADO.

4.9 Peer on Peer Abuse and Bullying

Byram House recognises that children can abuse their peers, and such abuse is taken as seriously as abuse by an adult, never tolerated or dismissed as "banter".

KCSIE 2026 (proposed) will continue to reinforce that abuse is abuse and should never be passed off as banter', *just having a laugh' or *part of growing up'.

Staff must:

- Create an environment where safety is paramount.
- Be alert to online abuse, sexting, sexual violence and harassment, including **upskirting**.
- Challenge inappropriate language and gender bias.
- Take a contextual safeguarding approach – children displaying harmful behaviour are potential victims themselves.

The Home has a zero-tolerance approach to bullying. Bullying must be dealt with as a safeguarding matter and reported to DSL on the same day.

The Working Together 2026 emphasis on **understanding and challenging racism and discrimination** also applies in the context of peer-on-peer abuse, where discriminatory language and behaviour must be addressed robustly.

4.10 Children Missing from Home

Staff must be aware that missing incidents are often a warning sign of exploitation, forced marriage, FGM, substance misuse or mental health problems.

All unauthorised absences must be reported to management or DSL. The DSL refers safeguarding concerns to the local authority. Immediate concerns regarding forced marriage or FGM must be referred to police immediately.

4.11 Exploitation (CSE and County Lines)

Exploitation is a form of child abuse. Staff must know the signs and indicators of CSE and county lines.

Under Working Together 2026, there is **strengthened response to child sexual abuse**, including the role of Multi-Agency Safeguarding Arrangements in identifying and responding to exploitation. The guidance also highlights the importance of consistent responses to children experiencing multiple and overlapping risks, including exploitation, domestic abuse, online harm and harm outside the home.

Indicators of exploitation:

- Possession of unexplained money, clothes or goods.
- Missing from home.
- Not attending school.

- Relationships with older individuals.
- Loss of contact with their own age group.
- Being threatened or physically assaulted by an adult.
- STI concerns, teenage pregnancy or obtaining contraceptives.
- Self-harming.
- Drug/alcohol abuse.

Staff must report concerns immediately. Where immediate safety concerns exist, a same-day referral must be made to the local authority and police.

4.12 Female Genital Mutilation (FGM)

FGM is a criminal offence and a form of child abuse. Working Together 2026 strengthens responses to FGM, domestic abuse and the safeguarding of babies, unborn children and children in any care arrangement.

Suspected cases must be referred to the local authority **and** police.

4.13 Preventing Radicalisation

Byram House complies with the **Prevent duty** under the Counter-Terrorism and Security Act 2015. All staff must be aware of signs of radicalisation.

Staff must report concerns to management or DSL. The DSL will refer to the police and, where appropriate, the local **Channel panel**.

4.14 Children Requiring Support with their Mental Health

The home recognises that mental health problems can be both an indicator of abuse or neglect and a vulnerability increasing the risk of exploitation. Under Working Together 2026, the **Family Help** framework emphasises providing the right help at the right time, including for mental health needs, wrapping support around families at the point of need.

All staff must be alert to changes in a child's emotional state and report any concerns.

4.15 Physical Interventions

Physical intervention is used only as a last resort, in line with the Physical Intervention Policy. All incidents are documented, body maps completed, and local authority informed. Allegations are reported to LADO.

4.16 Allegations Against Staff

An allegation is any concern that a member of staff has:

- Behaved in a way that has harmed a child or may have harmed a child.
- Possibly committed a criminal offence relating to a child.
- Behaved towards a child in a way indicating they may pose a risk of harm.
- Behaved in a way indicating they may not be suitable to work with children.

All allegations must be treated seriously. The allegation must be reported immediately to management or DSL. The DSL **must report to LADO within one working day.**

4.17 Whistleblowing

Safeguarding is everyone's responsibility. If staff feel unable to raise a concern internally, they should call **Safe Call** – an external whistleblowing service. Byram House supports any worker who raises a genuine concern in good faith.

4.18 Safer Recruitment

Byram House follows the Safer Recruitment Policy, including DBS checks, reference checks, and ongoing suitability monitoring. Referrals to DBS are made where a staff member has caused harm or poses a risk to children.

5. How the Home Trains its Staff About this Policy

Training Element	Frequency	Method
Induction	Upon appointment	Face-to-face training covering this policy, definitions, local arrangements, reporting procedures, dual-site operation (62 & 66 Deighton Road), and the 2026 legislative updates.
Annual safeguarding training	Every 12 months	Classroom or virtual session covering all categories of abuse, contextual safeguarding, online safety (Online Safety Act 2023 implementation), updated statutory guidance (Working Together 2026, KCSIE 2026).

DSL advanced training	Every 2 years	Accredited DSL training including LADO referrals, Prevent, FGM mandatory reporting, managing allegations, and multi-agency working under MASA.
Anti-discriminatory practice training	Annually	Training on understanding and challenging racism, discrimination, and inequality as required by Working Together 2026.
Online harms training	Annually	Training on the Online Safety Act 2023, Ofcom's Children's Safety Codes of Practice, and the link between online harm and harm experienced in person.
Refresher updates	At least termly	Written bulletins, toolbox talks, team meetings on emerging themes, local safeguarding issues, and legislative changes.
Specialist modules	As needed	County lines, CSE, upskirting, harmful sexual behaviour, mental health, trauma-informed practice.
Record keeping	Ongoing	All training recorded on staff personnel files with dates, content, and sign-off; managers monitor compliance.

Staff are required to:

- Confirm in writing they have read and understood this policy (annually).
- Attend all mandatory training sessions.
- Ask questions if any part of the policy is unclear.
- Report gaps in their own knowledge or competence to the DSL.



Byram House

Policy Name	Safeguarding Policy	
Home	Byram House	
Reviewed by	Danyaal Iqbal	Deputy Manager
Approved by	Mustafa Amin / Stacey Wagstaffe	Registered Manager /RI
Date	May 2026	