

Didsbury Good Neighbours

Registered Charity No. 1145943
Company Limited by Guarantee No. 07885159



Safeguarding (Children & Young Adults) Policy

Adopted Date: December 2025

Review Date: December 2028

Chair of Trustees: Margaret Wright

DIDSBURY GOOD NEIGHBOURS

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Safeguarding (Children & Young Adults) Policy

Designated Safeguarding Lead: Eleanor Cribb (dgntr03@didsburygoodneighbours.org.uk)

Designated Deputy Safeguarding Lead: Anne Higgins (companysecretary@didsburygoodneighbours.org.uk)

Part 1: Policy Statement

Introduction and Context

Didsbury Good Neighbours/Didsbury Neighbourhood Centre is committed to safeguarding and promoting the welfare of all children and young people who access our centre and services. We believe that every child has the right to feel safe, protected from harm, and respected regardless of age, disability, gender, race, religion, or sexual orientation.

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This policy applies to **all staff, volunteers, trustees, contractors, and visitors**. **2. Legal Framework**

This policy is guided by:

- **Children Act 1989 & 2004**
- **Working Together to Safeguard Children (2023)** statutory guidance
- **Keeping Children Safe in Out-of-School Settings**
- **Local Safeguarding Children Partnership procedures**

3. Purpose

- Protect children from abuse, neglect, and exploitation
- Provide clear procedures for responding to concerns
- Ensure all staff and volunteers understand their responsibilities

4. Principles

- **Welfare of the child is paramount**
- All children have equal rights to protection
- Safeguarding is the responsibility of all DGN Stakeholders
- Work in partnership with parents, carers, and agencies

5. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** [Eleanor Cribb – dgntr03@didsburygoodneighbours.org.uk]
- **Deputy DSL:** [Anne Higgins – companysecretary@didsburygoodneighbours.org.uk]
- All trustees, staff and volunteers must:
 - Access the basic safeguarding training at their induction and where appropriate undertake further training subject to the requirements of their role within the organisation
 - Report concerns immediately to the DSL
 - Follow the Code of Conduct

Didsbury Neighbourhood Centre, Didsbury Park, Gillbrook Road

Manchester, M20 6WH, 07749 504298

www.didsburygoodneighbours.org.uk / info@didsburygoodneighbours.org.uk

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6. Code of Conduct

Staff and volunteers must:

- Treat children with respect and dignity
- Avoid being alone with a child (apply **Two Adult Rule**)
- Never promise confidentiality if a child discloses abuse
- Use appropriate language and behaviour
- Never engage in sexual or inappropriate relationships with children

7. Safer Recruitment

- Enhanced **DBS checks** for relevant trustees, staff and volunteers
- References and identity verification
- Induction and appropriate safeguarding training before starting

8. Recognising and Responding to Abuse

Types of abuse: physical, emotional, sexual, neglect, child-on-child abuse. **Procedure if concerned:**

1. Listen, reassure, do not promise secrecy
2. Record facts (date, time, what was said)
3. Report immediately to DSL
4. DSL to refer to **Local Authority Children's Social Care** or **Police** if necessary

9. Reporting and Escalation

- Follow MCC Adult and Child Safeguarding Procedures.
- Serious incidents reported to **MCC Adult and Child Safeguarding Team and Police** (mcsreply@manchester.gov.uk, 0161 234 5001, 999, [Report a crime | Greater Manchester Police](#)).

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10. Whistle Blowing Policy

- Any individual making a referral will be protected by the Board of Trustees under whistle blowing procedures. Similarly, if the individual making the referral feels that insufficient action/follow-up has taken place, they should inform the Trustees without fear of repercussion.
- Procedures for Whistle Blowing include:
- Protecting those who make referrals under the whistle blowing procedures so that there is a culture of informing without reprisal or negative consequence.
- As far as possible, protecting the anonymity of the whistle blower, (except where so doing could endanger another individual).
- Thoroughly investigating any reported incidents regardless of how unlikely they seem.
- Keeping accurate records so that any patterns in behaviour can be monitored.

11. Online Safety & Photography

- Parental consent required for photos/videos.
- No sharing images on personal devices or social media.
- Online communication with children only via approved channels. [\[learning.n...pcc.org.uk\]](http://learning.n...pcc.org.uk)

12. Training

- Mandatory induction training for all staff and volunteers as appropriate.
- Regular refresher training/updates accessible via our website.
- DSL to complete advanced safeguarding training every 2 years.

13. Monitoring & Review

- Policy reviewed every 3 years or after any serious safeguarding incident.
- Compliance monitored by trustees.

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14. Contact Information

- **DSL Contact:** [See section 5]
- **Local Authority Safeguarding Hub:** [Manchester City Council]
- **Emergency:** Call 999 if a child is in immediate danger.

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