



BRIGHTER DAYS RESIDENTIAL

LLAWNROC

Child Protection Policy

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Brighter Days Residential Ltd

Child Protection Policy

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1. Statement of Intent

Brighter Days Residential Ltd is fully committed to safeguarding and promoting the welfare of all children in our care. We require all staff to act in the best interests of children at all times and to create an environment in which every child feels safe, valued, and supported.

This policy applies to all staff, agency workers, volunteers, and visitors to the home, and it must be read in conjunction with other safeguarding-related policies such as:


- Whistleblowing
- Safer Recruitment
- Behaviour Management
- Anti-Bullying
- Online Safety
- Administration of Medication



2. Legal Framework and Guidance

This policy complies with:

- Children Act 1989 & 2004
- Children and Social Work Act 2017
- Children's Homes (England) Regulations 2015
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024)
- UN Convention on the Rights of the Child
- Human Rights Act 1998
- Equality Act 2010
- Counter-Terrorism and Security Act 2015 (Prevent Duty)

3. Designated Safeguarding Leads

	<p>Luke Holt DSL/ Responsible Individual: luke.holt@brighterdaysresidential.com Mobile 07925323150</p>
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	<p>Olivia Holt DSL/ registered manager olivia.holt@brighterdaysresidential.com Mobile: 07511173620</p>
	<p>Sarah Coppard DDSL/ Deputy Manager sarah.coppard@brighterdaysresidential.com Mobile: 07368 861825</p>

All safeguarding concerns must be reported immediately to one of the above.

4. Definitions

Safeguarding: Protecting children from harm, supporting development, and ensuring safe, effective care.

Child Protection: Activities aimed at protecting specific children at risk of or suffering from significant harm.

Early Help: Targeted support for children and families with emerging needs.

5. Categories of Abuse

Staff must be alert to the signs of:

- Physical Abuse (e.g. hitting, burning)
- Emotional Abuse (e.g. rejection, isolation, threats)
- Sexual Abuse (e.g. exploitation, inappropriate touching)
- Neglect (e.g. lack of food, shelter, supervision)

6. Additional Safeguarding Risks

- Child-on-Child Abuse (including sexting and harassment)
- Radicalisation & Extremism
- County Lines & Criminal Exploitation
- Mental Health Concerns
- Online Safety Risks

7. Children Who May Be Particularly Vulnerable

Including but not limited to:

- Children with SEND
- LGBTQ+ children
- Looked After Children
- Young carers
- Those with family history of abuse, neglect, addiction, or criminal activity

8. Roles and Responsibilities

- DSL/DDSL: Lead safeguarding practice, oversee concerns, make referrals
- All Staff: Report concerns, follow procedures, attend training
- Responsible Individual: Ensures safeguarding oversight and compliance

9. Safer Recruitment and Vetting

- All staff are recruited following safer recruitment principles
- Enhanced DBS checks, reference checks, and safeguarding interviews are mandatory
- See Recruitment and Selection Policy

10. Multi-Agency Working

We work in partnership with:

- Children's Social Care
- Police
- Health Services
- Education Providers
- Local Safeguarding Children Partnerships (LSCPs)

11. Allegations Against Staff

- All allegations must be reported to the DSL or Responsible Individual
- Immediate referral to the Designated Officer (DO/LADO)
- Use StaffSafe for reporting

12. Low-Level Concerns

All concerns, no matter how minor, must be reported. These can include:

- Overfamiliar behaviour
- Inappropriate jokes/comments
- Boundary-crossing actions

13. Record Keeping

All safeguarding records are:

- Kept confidential and secure
- Maintained in line with GDPR and Data Protection Act 2018
- Accessible to authorised staff only

14. Training

- All staff receive safeguarding induction training
- DSLs attend advanced multi-agency training
- Annual refresher training is mandatory for all

15. Listening to Children

We actively listen to children and create opportunities for them to express concerns safely.

Children are regularly asked how safe they feel and are encouraged to contribute to policy and practice improvements.

16. Complaints and Escalation


Safeguarding-related complaints are addressed in line with the Complaints Policy and escalated to:

- DSL
- Responsible Individual
- Ofsted (if necessary)

17. Policy Monitoring and Review

- This policy is reviewed annually
- The Responsible Individual ensures oversight and compliance
- Feedback from staff, children, and stakeholders is used to improve practice

Contact Details

	<p>Luke Holt DSL/ Responsible Individual: luke.holt@brighterdaysresidential.com Mobile 07925323150</p>
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Olivia Holt
DSL/ registered manager
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Mobile: 07511173620



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DDSL/ Deputy Manager
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RECOGNISING SIGNS OF ABUSE

All staff must be vigilant and aware of the signs of abuse.
Abuse can be subtle and cumulative.



PHYSICAL ABUSE

- Unexplained bruises, burns, or bite marks
- Fear of physical contact or flinching
- Wearing long sleeves in hot weather
- Aggressive or withdrawn behaviour



EMOTIONAL ABUSE

- Excessive withdrawal or aggression
- Fearfulness, low self-esteem
- Developmental delays
- Over-compliance or extreme behaviours



SEXUAL ABUSE

- Knowledge or interest in sexual acts inappropriate for age
- Unexplained gifts or money
- Physical symptoms (e.g. pain, itching, STIs)
- Avoidance of specific people or places

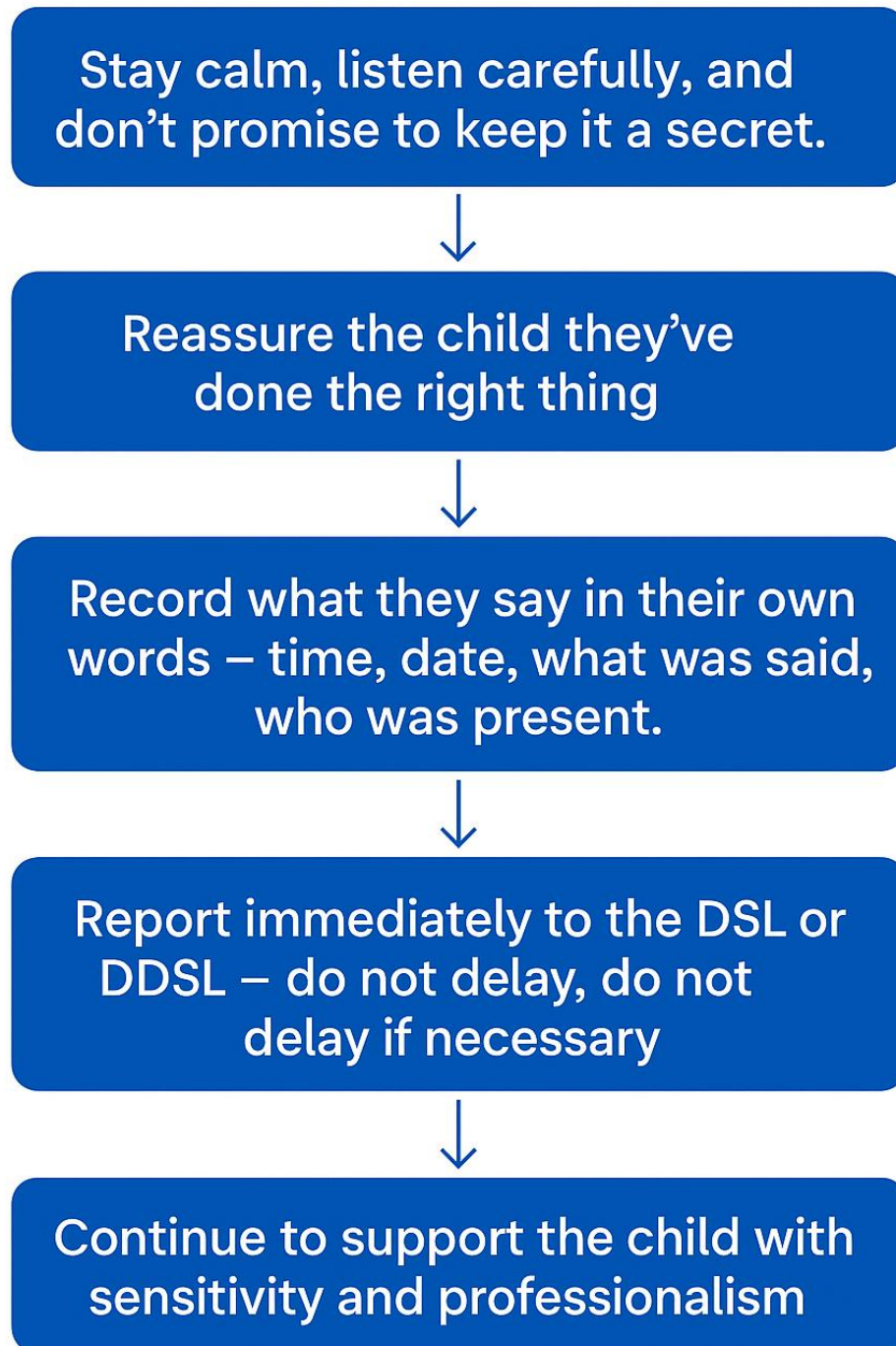


NEGLECT

- Poor hygiene or inappropriate clothing
- Constant hunger or stealing food
- Missed medical appointments
- Fatigue or falling asleep in class

Appendix 2 -Responding to Disclosures

If a child discloses abuse:



Allegations Against Staff



Appendix 4 – Safer Recruitment Checklist

Pre-Employment Requirements for Brighter Days Residential Ltd Children's Home Staff



Clear and child-focused
job advert



Completed application form
with full work history and
explanation of gaps



Two written references, one
from current/most recent employer



Enhanced DBS check
and barred list check



Right to work verification



Face-to-face interview with
safeguarding questions



Verification of qualifications
and professional status



Signed confidentiality and
conduct agreement



BRIGHTER DAYS RESIDENTIAL LTD

CONTEXTUAL SAFEGUARDING

Contextual safeguarding considers the wider environment where harm to a child may occur beyond the home.

Key Considerations

- Peer-on-peer dynamics and group behaviors
- Risks in schools, online spaces, or local neighbourhoods
- Gang affiliation, county lines and community exploitation
- Vulnerabilities during unstructured or unsupervised times



Staff Must

- 👁️ Observe interactions and patterns of behaviour
- 📋 Supervise community time and off-site activities closely
- 💬 Share concerns with the DSL
- 🤝 Involve multi-agency partners as needed



