

Safeguarding Policy

Shear Genius Hairdressing & Shear Wigs

The Purpose of this policy

Shear Genius recognises that it has a responsibility to promote the welfare of children and adults. Our aim is to protect children and young people who use our services from harm. This includes the children of adults who use our services.

All children, regardless of age, disability, gender, race, religion, sex or sexual orientation have an equal right to protection from all types of harm or abuse. Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Through this policy, we provide our staff, as well as children, young people and their families, with a set of principles which guides the approach towards child protection.

This policy applies to anyone working on behalf of Shear Genius Hairdressing and Shear Wigs.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

The following policies and documents have informed this policy:

- Working Together to Safeguard Children (HM Government March 2018)

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

- What to do if you are worried a child is being abused (HM Government March 2015)

<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>

Safeguarding Officer

In order to carry out this policy effectively, we have appointed Karen Davis as the designated Safeguarding Officer.

Responsibilities of the designated safeguarding officer:

- Act as the first point of contact for personnel
- Advise and provide guidance to personnel for making referrals
- Train staff (or arrange for their training) on how to respond to concerns for the safety of children, young people and adults at risk of abuse or neglect
- Monitoring staff working with children, young people and adults to ensure the Safeguarding policies are always maintained
- Monitor and record any and all concerns about children, young people and adults at risk of abuse or neglect and to take suitable action.
- Liaise with appropriate local agencies for support and advice where necessary
- Promote the importance of safeguarding within the organisation
- Undertake an annual review of this safeguarding policy and procedures in order to manage the effectiveness, efficiency and update the policy as and when required

Responsibilities of Employees

- To protect children, young people and adults from abuse
- To read and understand this Safeguarding Policy
- In exceptional circumstances, such as in an emergency or a genuine concern that appropriate action has not been taken, to speak directly to Children's Social Care.

Safeguarding Officer - Contact Details

Name: Karen Davis

Email: karen.genius@hotmail.co.uk

Phone: 01785 819444

Staffordshire's LADO

A Staffordshire LADO is specifically involved in cases where there is a concern or allegation that someone working or volunteering with children:

- Has or may harm a child
- May have committed a criminal offence relating to a child
- Has behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

They give advice or guidance on how concerns or allegations should be investigated. They do not investigate but ensure that an appropriate investigation is carried out, whether that is by the police, children's social care or the employer or a combination of these.

Phone: 0800 1313 126

Additional contact details

Childline: 0800 1111

NSPCC Child Protection Helpline: 0808 800 5000

Recognising abuse

A child is anyone under the age of 18 years. It is essential that children coming into contact with Shear Genius are protected.

There are 4 categories of abuse for children:

1. Physical Abuse – involves non-accidental delivery of physical harm or trauma that was caused by beating, punching, kicking, burning, biting or otherwise harming a child; as a result of these violent actions, physical abuse is the most tangible form of child abuse or maltreatment.

2. Sexual Abuse - There are 2 types of sexual abuse – contact and non-contact abuse. Sexual abuse can happen in person or online.

Contact abuse is where an abuser makes physical contact with a child. This includes:

- sexual touching of any part of a child's body, whether they're clothed or not
- using a body part or object to rape or penetrate a child
- forcing a child to take part in sexual activities
- making a child undress or touch someone else.

Contact abuse can include touching, kissing and oral sex.

Non-contact abuse is where a child is abused without being touched by the abuser. This can be in person or online and includes:

- exposing or flashing
- showing pornography

- exposing a child to sexual acts
- making them masturbate
- forcing a child to make, view or share child abuse images or videos
- making, viewing or distributing child abuse images or videos
- forcing a child to take part in sexual activities or conversations online or through a smartphone.

3. Emotional Abuse - Emotional abuse is any type of abuse that involves the continual emotional mistreatment of a child. It's sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore a child.

4. Neglect - Neglect is the ongoing failure to meet a child's basic needs and the most common form of child abuse. A child might be left hungry or dirty, or without proper clothing, shelter, supervision or health care., including not providing them with required medication. This can put children and young people in danger. And it can also have long term effects on their physical and mental wellbeing.

Additional areas of abuse:

In addition to the main 4 categories, for children there are other areas of abuse which staff need to act upon should they become aware:

- Female Genital Mutilation – the removal of all or part of the female genitals. This is child abuse and carries a 14-year prison sentence in the UK. Any concerns that this is about to happen, or has happened should be reported immediately to the police (via 101)
- Child Sexual Exploitation (CSE)– the provision of gifts or favours to children in return for sex. Children under the age of 18 cannot choose to be exploited, despite the legal age for consent to sex being 16. Concerns regarding CSE should be reported to the DSO for referral to the Police and Children’s Social Care.
- County Lines – The trafficking of children and/or drugs between counties by gangs. Children may be subject to being trafficked for sex themselves, or to being used to carry drugs and deliver them. Concerns should be discussed with the DSO for onward referral to the Police and Children’s Social Care.
- Fabricated or Induced Illness - a rare form of child abuse occurring when a parent or carer exaggerates or deliberately causes symptoms of illness in the child. It can have serious consequences for a child and concerns should be discussed with the DSO and Children’s Social Care.
- Radicalisation - Radicalisation refers to the process by which a person comes to support terrorism and other forms of extremism. Children and adults can be vulnerable to radicalisation and the Government’s Prevent Programme provides a process for referring and managing risk. Concerns regarding Radicalisation should be reported to the DSO for onward discussion with the Police Prevent Lead

Recognising these forms of abuse is essential in order to act on them. Anyone. From Shear Genius who sees or hears a concern that may fall into any of these categories should speak immediately to the DSO. If the DSO is not available, any member of staff should ensure that they have spoken to Children's social care or the police.

Social Media & GDPR

Staff must not invite or accept children onto their personal social media, take or post photographs of them outside of usual protocol, or give out or receive the telephone numbers for children.

For those aged 13 and under, permission for any photographs must come from the parent/carer/guardian.

All clients details are recorded and stored professionally and securely, in line with data protection legislation and guidance.

For more information regarding the General Data Protection Regulations:

<https://www.gov.uk/government/publications/guide-to-the-general-data-protection-regulation>

Home visits (out of salon visits)

Two members of Shear Genius will attend all wig consultations and wig fittings carried out away from the Shear Genius premises.

Every client must be accompanied by at least one other person.

Payments

All under 18's must be accompanied by an adult for all services. Anyone aged under 18 cannot have the overall responsibility of handling money.

Safer Recruitment

Shear Genius practises safer recruitment to ensure that those who work with children are safe to do so. Anyone working alongside The Little Princess Trust must have an up-to-date DBS check from the Disclosure and Barring Service.

Roles within the salon which do not require a DBS check, but which still require contact with children, young people and adults, have a risk assessment plan in place. All staff are expected to promote a Safeguarding culture within the business.

Allegations of abuse or neglect made against members of staff

Allegations of abuse within Shear Genius are taken very seriously.

Under these circumstances, the Safeguarding Officer, in this case Karen Davis, must report the allegations to the Staffordshire LADO who will liaise with the business and follow the Government's Allegations Management Process.

Staff must not investigate allegations but should seek advice at the earliest opportunity.

Signed:

Karen Davis

A handwritten signature in black ink, appearing to read 'Karen Davis', written over a horizontal line. The signature is stylized and somewhat obscured by a large, dark scribble.

Safeguarding Officer