



The Anthony Seddon Fund
Supporting mental wellbeing in our community

Document Control	
Title:	Safeguarding Children Policy
Version:	5
Reference Number:	HR-PP-HS-23
Scope:	
This policy applies to all trustees, staff, volunteers, and other connected individuals who come into contact with children and/or vulnerable children during the course of The Anthony Seddon Fund's business.	
Purpose:	
The purpose of this document is to provide connected individuals with the overarching principles that guide the charity approach to safeguarding, to protect children and young people who access, are known by, or come into contact with The Anthony Seddon Fund .	
Supersedes:	
HR-PP-HS-23 – Safeguarding Children Policy – V4	
Version Changes:	
<ul style="list-style-type: none">• No substantive changes required.• Updated document reference to reflect revised naming convention.• Updated Section 6 – Review to reflect the charity's new tiered policy review cycle.	
Next Review Date:	June 2026
Review Tier:	Tier 1

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1. Introduction

This policy applies to all trustees, staff, volunteers, and other connected individuals who come into contact with children and/or vulnerable children during the course of **The Anthony Seddon Fund's** business.

The Anthony Seddon Fund believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and keep them safe. We are committed to practice in a way that protects them.

The purpose of this policy is to:

- To protect children and young people who access, are known by, or come into contact with the service.
- To provide trustees, staff, and volunteers with the overarching principles that guide our approach to safeguarding.

This policy is in addition to **HR-PP-HS-22 – Safeguarding Policy**, which includes further information on the overall safeguarding responsibilities and reporting procedures of **The Anthony Seddon Fund** for both children and vulnerable adults.

2. Legal Framework

This policy has been drawn up based on laws and guidance that seek to protect children, namely:

- The Children Act 1989.
- The Unit Convention of the Rights of the Child 1991.
- The Data Protection Act 1998.
- The Sexual Offences Act 2003.
- The Children Act 2004.

- The Protection of Freedoms Act 2012.
- Relevant government guidance on safeguarding children.

3. Definitions

Safeguarding

Safeguarding is about embedding practices throughout the charity to ensure the protection of children and/or vulnerable adults wherever possible. In contrast, child and adult protection is about responding to circumstances that arise.

Abuse

Abuse is a selfish act of oppression and injustice, exploitation, and manipulation of power by those in a position of authority. This can be caused by those who inflict harm or by those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender, or culture. It can take a number of forms, including the following:

- Physical abuse.
- Sexual abuse.
- Emotional abuse.
- Bullying.
- Neglect.
- Financial (or material) abuse.

Child

A child is any individual under the age of 18 (as defined in the United Nations Convention on the Rights of a Child).

4. Responsibilities

The Anthony Seddon Fund recognises that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have a right to equal protection from all types of abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, their communication needs, or other issues.
- Working in partnership with children, young people, their parents, carers, and other agencies is essential to promoting young people's welfare.

We will seek to keep children and young people safe by:

- Valuing them, listening to them, and respecting them.

- Adopting child protection practices through procedures and a code of practice for staff and volunteers.
- Providing effective management for staff and volunteers through consultation, support, and training.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Sharing information about child protection and good practice with children, parents, carers, staff, and volunteers.
- Sharing concerns with agencies that need to know and implementing a simple and understandable reporting procedure for staff and volunteers.

5. What to Do If You Are Worried About a Child

Anyone can report concerns they may have concerning the welfare or safety of a child or young person.

If you feel they are in immediate danger, you should report this to the **Police** on:

999 (or 101)

If you do not feel they are in immediate danger, you can report your concerns to:

Children’s Multi-Agency Safeguarding Hub on:

Office Hours / Monday to Friday 0161 342 4101 / 4150

Out of Hours, incl. weekends / Bank Holidays 0161 342 2222

Greater Manchester Police – Family Support Unit 0161 856 9314

All staff and volunteers who report concerns via the above channels **must** inform the Designated Safeguarding Lead of **The Anthony Seddon Fund** at the first opportunity.

Designated Safeguarding Lead (DSL)

Benjamin James – General Manager Office - 0161 376 4439

Mobile 07944 420 426

Support provided by Mark Thornley (Trustee) – 07751 727996

Further information and details on Tameside’s Child Protection practices can be obtained from the ‘Tameside Safeguarding Framework’ document. This is available online or via the Office of **The Anthony Seddon Fund**.

6. Review

This policy will be reviewed in line with The Anthony Seddon Fund's policy review cycle, which operates on a tiered system based on risk, relevance, and compliance need:

- **Tier 1** – Annual review (compliance-critical policies)
- **Tier 2** – Review every two years (operational or people-focused policies)
- **Tier 3** – Review every three years (low-risk or informational policies)

In addition to the scheduled cycle, this policy may also be reviewed earlier if:

- There are significant changes in legislation or best practice.
- Internal monitoring, feedback, or incidents indicate a review is necessary.
- Structural or operational changes within the charity affect its relevance or application.

Whether or not there were substantive changes, the version control section will display the date of the most recent review.