



Beauty for Ashes Refuges

Safety for Migrant Women

Children's Safeguarding Policy

Key Details

Safeguarding Management Information	Summary
Details of the place of organisation	Beauty for Ashes Refuges
Address	Chinaza House
Telephone Number	01942 341378
General Email address	info@beautyforashesrefuges.org
Designated Safeguarding Lead	Becky Barlow
Contact Telephone / Email	0771 6198 601 becky@beautyforashesrefuges.org
Deputy Safeguarding Lead	Edith Smith 01942 341378 edith@beautyforashesrefuges.org
Membership of Organisation	Thirtyone: Eight
Contact Details for Organisation	0303 003 1111
Charity Number	1193685
Company Number	N/A
Regulators	N/A
Insurance Company	Aviva

1: Policy Statement

Beauty for Ashes Refuges are committed to safeguarding and promoting the welfare of children and young people. We operate within the regulatory framework of the Charity Commission for England and Wales, including *Safeguarding and Protecting People for Charities and Trustees* and *The Essential Trustee*. Trustees hold ultimate accountability for safeguarding, ensuring that effective governance, oversight, and risk management are embedded throughout the organisation. We believe that:

- The welfare of the child is paramount.
- All children have a right to protection from harm.
- All staff, trustees, and volunteers share responsibility for safeguarding.
- Safeguarding is an organisational priority and a condition of all roles

2: Governance and Leadership

Trustee Oversight

- Trustees receive quarterly safeguarding reports from the Safeguarding Lead.
- Safeguarding risks are included within the organisational risk register.
- A designated Safeguarding Trustee ensures accountability, compliance, and strategic alignment.

Leadership Structure

- The DSL sits within the senior leadership structure and reports directly to the Senior Leader.
- The DSL is responsible for day-to-day management of safeguarding concerns.
- The Deputy DSL supports operational duties and cover.
- Trustees oversee but do not manage casework.

3: Scope

This policy applies to all staff, trustees, volunteers, contractors, and anyone working on behalf of Beauty for Ashes Refuges.

It applies in all contexts where children may be present, including:

- Group work

- One-to-one support
- Home environments
- Community settings
- Digital/online contact

4. Legal and Statutory Framework

This policy is based on the following legislation and guidance:

- Children Act 1989 and 2004 - Working Together to Safeguard Children 2023
- Keeping Children Safe in Education (as best practice)
- Charity Commission Safeguarding Guidance
- Equality Act 2010
- Data Protection Act 2018 / UK GDPR
- Counterterrorism and Security Act 2015
- Domestic Abuse Act 2021

5: Definitions

Safeguarding

Protecting children from abuse, preventing impairment, ensuring safe and effective care, and enabling them to have the best outcomes.

Child Protection

Activity undertaken to protect children suffering or at risk of suffering significant harm.

6: Recognising Abuse

All staff and volunteers must be able to recognise signs of:

- Physical abuse
- Emotional abuse
- Sexual abuse (including online abuse and CSE)
- Neglect

- Domestic abuse (including post-separation abuse)
- Modern slavery and trafficking
- Bullying, cyberbullying, and peer-on-peer abuse
- Radicalization
- Discriminatory abuse

Accessibility of Safeguarding Information

Safeguarding information will be:

- Available in plain language
- Provided verbally where needed
- Adapted for parents with additional needs
- Offered in alternative formats on request

7. Safe Recruitment

Beauty for Ashes Refuges ensures safer recruitment through:

- Application form and identity checks
- Interviews conducted by two trained individuals
- Two references including last employer
- Enhanced DBS checks for all roles involving children
- Barred list checks where regulated activity applies
- Mandatory safeguarding induction
- Probation period assessments

DBS Renewal and Monitoring

- Enhanced DBS renewed every 3 years or via Update Service
- The DSL maintains oversight of DBS compliance
- Trustees receive annual DBS compliance reporting

8: Training & Development

Training Levels

- Level 1 – Basic Safeguarding: Trustees, all staff, all volunteers
- Level 2 – Child Safeguarding Practice: Staff/volunteers working directly with children
- Level 3 – DSL Training: Safeguarding Lead and Deputy

Frequency

- Refresher training every 3 years
- **Annual safeguarding updates**
- **Trustees receive annual safeguarding governance training**

Oversight

- The DSL maintains a training matrix and reports annually to trustees.

9: Safeguarding in Specific Contexts

Group Work

- Risk assessments completed before delivery
- Clear boundaries and behavior expectations
- Safe adult-to-child ratios
- Transparent recording processes

One-to-One Sessions

- Conducted in risk-assessed spaces
- Doors left open or visibility maintained
- Lone working procedures followed
- Clear record keeping

Refuge/Home Environments

- Home visit protocol followed
- Dynamic risk assessments carried out
- Staff do not enter unsafe environments

Online/Remote Work

- Use of professional accounts only
- No private messaging on personal devices
- Safeguarding risks assessed for online delivery

10: Supporting Children with Protected Characteristics

Beauty for Ashes Refuges recognises that children with protected characteristics may face increased risk. We commit to:

- Non-discriminatory practice
- Reasonable adjustments for disability or additional needs
- Cultural sensitivity and trauma-informed approaches
- Use of interpreters or accessible formats as required
- Challenging discriminatory behavior

11: Reporting Concerns

Anyone working on behalf of Beauty for Ashes Refuges must:

1. Report concerns immediately to the DSL or Deputy
2. Make a written, signed, dated record using our internal team's form
3. Not discuss concerns with others unnecessarily
4. Contact emergency services if a child is in immediate danger

Consent

Consent is not required when reporting concerns about a child.

External Referrals

Referrals may be made to:

- Wigan Children's Social Care
- Police (999 for emergencies)
- Thirtyone:eight

12. Recording & Information Sharing

Records must be:

- Factual, signed, dated
- Stored securely and confidentially
- Kept according to data protection principles
- Shared only on a need-to-know basis

13. Key Contacts

Police Emergency: 999

Police Non-Emergency: 101

Wigan Children's Social Care: 01942 828300

NSPCC Helpline: 0808 800 5000

Thirtyone:eight: 0303 003 1111

14. Pastoral Support

Beauty for Ashes Refuges will support any child, family, or worker affected by abuse and will work alongside statutory agencies to ensure safety and well-being.

15. Child Protection Procedures (Detailed Process)

All safeguarding concerns must be acted upon promptly and in line with statutory guidance.

15.1 Immediate Action

If a child is in immediate danger:

- Call 999 without delay
- Inform the Designated Safeguarding Lead (DSL) as soon as possible

15.2 Responding to a Disclosure

Staff must:

- Listen carefully and remain calm
- Reassure the child they have done the right thing
- Not promise confidentiality
- Not ask leading questions
- Record the exact words used by the child

15.3 Reporting Concerns Internally

- All concerns must be reported to the DSL on the same working day
- If the DSL is unavailable, report to the Deputy DSL

- If neither are available, staff must contact Children’s Social Care directly

15.4 DSL Responsibilities

The DSL will:

- Review all information and assess risk
- Decide whether the concern meets the threshold for referral
- Seek advice from Children’s Social Care where needed
- Make a referral within 24 hours where there is risk of significant harm
- Record all decisions and rationale

15.5 Escalation

If there is disagreement with external agencies:

- The DSL will follow the local escalation policy
- Concerns will continue to be pursued until the child is safe

16. Allegations Against Staff, Volunteers, or Trustees (LADO Process)

All allegations must be taken seriously and handled in line with statutory guidance.

16.1 Scope

This applies where a staff member or volunteer has:

- Harmed or may have harmed a child
- Committed a criminal offence against a child
- Behaved in a way that indicates they may pose a risk

16.2 Immediate Actions

- Report immediately to the DSL (or Chair of Trustees if allegation involves DSL)
- Do not investigate internally
- Ensure the child is safe

16.3 Referral

- The DSL/Chair will contact the Local Authority Designated Officer (LADO) within 1 working day

- Advice from LADO will be followed before any internal action

16.4 Risk Management

- Consider suspension or redeployment where necessary
- Maintain confidentiality for all parties
- Provide support to both the child and the staff member

17. Refuge Safeguarding and Confidentiality Protocol

Due to the high-risk nature of refuge provision, additional safeguarding measures apply.

17.1 Confidential Address

- Refuge addresses must remain strictly confidential
- Addresses must never be shared externally without DSL approval
- Staff must not store addresses on personal devices

17.2 Visitor Safety

- No unapproved visitors are permitted
- All visitors must be risk assessed and authorised

17.3 Perpetrator Risk

- Risk of perpetrators locating families must be actively managed
- Staff must not disclose any identifying information
- Any suspected breach must be reported immediately

17.4 Children's Safety

- Children must not share location details (including online)
- Staff will support families to understand digital safety risks

18. Safeguarding Children in Domestic Abuse Contexts

The organisation recognises that:

- Children witnessing domestic abuse are victims of abuse
- Trauma impacts behaviour, development, and emotional wellbeing

18.1 Parenting Capacity

Staff must:

- Monitor the impact of trauma on parenting
- Provide support where safe to do so
- Escalate concerns where a child's needs are not being met

18.2 Contact with Perpetrators

- Contact arrangements must be risk assessed
- Staff must not facilitate unsafe contact
- Any concerns must be referred to Children's Social Care

19. Safeguarding Migrant Children and Families

Children from migrant backgrounds may face additional safeguarding risks.

19.1 Key Risks

- No Recourse to Public Funds (NRPF)
- Fear of authorities
- Language barriers
- Trafficking or exploitation
- Cultural harms (e.g. forced marriage, honour-based abuse)

19.2 Organisational Response

- Safeguarding takes priority over immigration status
- Concerns must always be reported regardless of status
- Professional interpreters must be used (not family members)
- Staff must remain alert to indicators of trafficking or coercion

20. Information Sharing in High-Risk Cases

20.1 Principles

- The safety of the child is the primary consideration

- Information may be shared without consent where there is risk of harm

20.2 Domestic Abuse Context

- Information must not be shared with a perpetrator
- Safe communication methods must be used
- Refuge location must never be disclosed

20.3 Multi-Agency Working

- The organisation will work with:
 - Children's Social Care
 - Police
 - Health professionals
 - Domestic abuse services

21. Child Voice and Participation

The charity is committed to ensuring children are heard.

21.1 Principles

- Children have the right to express their views
- Their views must be taken seriously

21.2 Practice

- Use age-appropriate communication methods
- Provide opportunities for children to speak privately
- Record the child's wishes and feelings
- Consider their views in all safeguarding decisions

22. Trauma-Informed Safeguarding Practice

All staff will adopt a trauma-informed approach.

22.1 Key Principles

- Safety

- Trust
- Choice
- Collaboration
- Empowerment

22.2 Staff Responsibilities

- Recognise trauma-related behaviours
- Avoid re-traumatisation
- Respond with empathy and consistency
- Support emotional regulation

23. Safeguarding Tools and Documentation

The organisation will maintain the following:

- Safeguarding concern forms
- Body maps for recording injuries
- Risk assessment templates
- Safety plans for families
- Incident logs

All documentation must be:

- Completed promptly
- Stored securely
- Reviewed by the DSL

24. Review

This policy will be reviewed annually or sooner if legislation or organisational practice changes.

Last Reviewed: 25 March 2026

Signed: Leadership Team / Trustees

Appendix 1: Safeguarding Statement

Trustee Safeguarding Governance Statement

Beauty for Ashes Refuges Approved by the Board of Trustees: 25/03/26

1. Purpose of This Statement

The Board of Trustees of **Beauty for Ashes Refuges** is committed to ensuring that safeguarding is embedded throughout the organisation's governance, culture, and daily practice. This Trustee Safeguarding Governance Statement outlines how the Board fulfils its legal and regulatory responsibilities under:

- The **Charity Commission for England and Wales** (including *CC3 – The Essential Trustee* and *CC14 – Safeguarding and Protecting People for Charities and Trustees*)
- The **Children Act 1989 and 2004** and *Working Together to Safeguard Children*
- The **Care Act 2014** (for adults with care and support needs)
- The **Equality Act 2010**
- Relevant local authority safeguarding procedures

This statement accompanies the organisation's **Children's Safeguarding Policy** and **Adults' Safeguarding Policy**.

2. Trustee Responsibilities

As Trustees, we accept collective responsibility for ensuring that:

1. **Safeguarding is a key governance priority** and is regularly reviewed at Board level.
2. **Risks to children, adults, staff, and volunteers are identified, mitigated, and monitored.**
3. **Policies are up to date**, legally compliant, and reflect Charity Commission expectations.
4. **The organisation has sufficient resources** (financial, staffing, training, and expertise) to implement safeguarding effectively.
5. **Concerns are escalated appropriately**, including reporting safeguarding-related **Serious Incidents** to the Charity Commission.
6. **There is a culture of openness**, listening, accountability, and continuous learning.

3. Safeguarding Leadership Roles

To ensure clarity and accountability:

Designated Safeguarding Lead (DSL)

- Oversees day-to-day safeguarding practices.
- Reports to the Trustee Safeguarding Lead.
- Ensures concerns are responded to promptly.
- Maintains the safeguarding log and records.

Deputy Designated Safeguarding Lead

- Supports and covers the DSL.
- Shares responsibility for training, case management, and coordination.

Trustee Safeguarding Lead

- Provides independent oversight and scrutiny of safeguarding arrangements.
- Ensures Trustees are fully informed of safeguarding activity.
- Leads on safeguarding governance, risk, and compliance.
- Ensures the Charity Commission is notified of serious incidents.

Chair of Trustees

- Holds ultimate accountability for organisational safeguarding.
- Ensures safeguarding is a standing item at Trustee meetings.

4. Governance Processes

The Board ensures that safeguarding is upheld through the following mechanisms:

4.1 Standing Safeguarding Agenda Item

Every Board meeting includes:

- Overview of safeguarding concerns (anonymised)
- Training compliance updates
- DBS monitoring update

- Review of any risks or practice issues
- Policy updates or changes in legislation

4.2 Annual Safeguarding Review

The Trustees will:

- Review both safeguarding policies
- Examine training data and staff competence
- Review incident reports, patterns, and learning
- Consider organisation-wide cultural and environmental factors
- Approve strategic safeguarding priorities for the coming year

4.3 Safeguarding Audits

External safeguarding audits may be commissioned to ensure ongoing improvement, transparency, and independent oversight.

5. Safer Culture & Prevention Duties

Trustees will ensure that Beauty for Ashes Refuges:

- Promotes values of **safety, dignity, equality and respect**
- Upholds the rights of individuals with **protected characteristics** under the Equality Act
- Provides accessible safeguarding information to all service users
- Avoids unsafe power dynamics in group work, one-to-one support, online settings, home visits, or refuge environments
- Encourages reporting by maintaining a trusted and transparent environment
- Ensures all staff and volunteers understand their responsibilities

6. Safer Recruitment & Staffing Oversight

Trustees are responsible for ensuring:

- All staff and volunteers undergo safer recruitment
- The organisation maintains an accurate DBS register

- DBS checks are:
 - **Enhanced with Barred List** where required
 - **Renewed every 3 years** (or sooner if risk assessed)
- Induction includes safeguarding as mandatory
- Annual safeguarding refresher training is completed by all staff and volunteers
- Additional role-specific training is completed where appropriate

7. Reporting and Charity Commission Duties

Trustees will ensure:

- Safeguarding incidents are escalated appropriately
- All **Serious Incidents** (as defined by the Charity Commission) are reported promptly
- Records are maintained securely and in line with GDPR
- Concerns about staff, volunteers, or trustees follow the **allegations management procedures**

8. Monitoring and Continuous Improvement

The Board commits to:

- Learning from incidents, complaints, and external reviews
- Ensuring policies remain current and effective
- Supporting a learning culture rather than a punitive one
- Listening to children, adults, staff, and volunteers
- Ensuring the safeguarding environment is robust, inclusive, and reflective of best practice

9. Trustee Statement of Commitment

We, the Trustees of Beauty for Ashes Refuges, commit to:

- Upholding our safeguarding responsibilities with diligence

- Providing leadership that fosters a safe, respectful, and protective culture
- Ensuring safeguarding remains a strategic priority at every level of the charity
- Putting the welfare of children and adults at the centre of our decision-making

A copy of this statement will be published internally and made available publicly to ensure transparency and accountability across the organisation.

Other Contacts

Name of Contact	Contact Details
Wigan Police	0161 872 5050 24 hours
Parentline Plus	0808 8002 222
NSPCC	0808 8005 000
Missing person helpline	0500 700 700 - 24 hour
Message home - for young people to get a message to their parents	0800 700 740 - 24 hour
Foster carer's further information	01942 487203 - 8.45 - 5 pm - 7 days a week In this section

Domestic abuse helpline and support

Name of Contact	Contact Details
Police (if you're in immediate danger)	999
Police (non-emergency)	101
Wigan Borough Domestic Abuse helpline (external link) - Support, advice and counselling for those affected by domestic abuse and anyone concerned about the well-being of others.	01942 311365, Mon to Fri, 7.00 am to 7.00 pm admin@diasdvc.org
Greater Manchester victim support (external link) - Greater Manchester and Wigan	0300 303 0162, Mon to Fri 9 am-7.00 pm, Saturday 9.00 am-5.00 pm

<p>National Domestic Abuse (DA) Helpline (Refuge) A national service for women experiencing domestic violence, their family, friends, colleagues and others calling on their behalf.</p>	<p>0808 200 0247 (24-hour helpline)</p> <p>Contact National DA online</p>
<p>(For men) Mankind Confidential support and advice for male victims of domestic abuse, as well as their friends, family, neighbours and work colleagues</p>	<p>01823 334244, Mon to Fri 10.00 am-4.00 pm</p>
<p>(LGBT) Galop Advice, support and referral services for LGBT people experiencing homophobic, transphobic and same-sex violence</p>	<p>0800 999 5428, Mon to Fri 10.00 am-5.00 pm, Wed to Thurs 10.00 am-8.00 pm</p> <p>help@galop.org.uk</p>
<p>The Hollie Guard app Turns your phone into a personal safety device. Allow selected contacts to view where you are / where you're going, set timers for meeting people and shake or tap the screen to generate an alert.</p>	<p>Download it on the App Store or Google Play.</p>
<p>Bright Sky app Offers an 'Am I at Risk' questionnaire, a personal diary to log voice recordings, pictures and text, uses your location to provide the nearest support to you and has an emergency call button.</p>	<p>Download it on the App Store or Google Play.</p>

Appendix 2. Definition of Abuse

Type of Abuse	Definition
Abuse	<p>A violation of an individual’s human and civil rights by any other person or persons. It can take the form of physical, psychological, financial or sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the health, survival, development or dignity of a child, young person or vulnerable adult.</p> <p>Abuse can be a single act or repeated and unintentional or deliberate. Abuse often involves criminal acts.</p>
Discriminatory abuse	<p>Abuse is motivated by a vulnerable person's age, race, nationality, sex, sexual orientation, disability, or other personal characteristic.</p>
Financial or material abuse -	<p>Including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.</p>

<p>Neglect</p>	<p>The persistent failure to meet a vulnerable person's basic physical and psychological needs is likely to result in the serious impairment of their health or development. Examples include failure to provide adequate food, clothing and shelter, failure to protect them from physical or psychological harm or danger; failure to ensure adequate supervision (including the use of inadequate caregivers); or failure to provide access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a vulnerable person's basic emotional needs.</p>
<p>Physical abuse</p>	<p>Includes hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm, medication misuse, restraint, or inappropriate sanctions.</p>
<p>Psychological and Emotional abuse</p>	<p>Includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. Examples include not giving vulnerable person opportunity to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on a vulnerable person, including interactions beyond a vulnerable person's developmental capability. It may involve serious bullying (including cyberbullying) or the exploitation or corruption of a vulnerable person.</p>

<p>Sexual abuse -</p>	<p>It involves forcing, enticing or coercing someone to take part in sexual activities, whether or not the vulnerable person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving a vulnerable person in looking at or in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.</p>
<p>Child</p>	<p>Regards a child as anyone under the age of 18 years, irrespective of the age of majority in the country in which the child lives or in their home country. It is widely recognised that children are generally more vulnerable to abuse and exploitation due to factors such as age, gender, social and economic status, developmental stage, and dependence on others.</p>
<p>Vulnerable person/people</p>	<p>For this policy's purposes, this is an umbrella term which covers children, young people and vulnerable adults.</p>