



GROVE Neurodivergent Mentoring & Education

Safeguarding & Child Protection Summary

Produced by: J. Garner

Date: Aug 2023

Review: Aug 2026 or earlier if updates are required

RECORD OF UPDATES:

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DATE:	BY WHOM:	DETAILS:
Sept 2025	J GARNER	<ul style="list-style-type: none">• Added Mark Wrangles at Close the Gaps as DDSL• Amended Neuro-affirming Foundations• Extended age range we work with

GROVE Neurodivergent Mentoring & Education (hereafter “GROVE”) is committed to providing services at the highest standard, in a safe and happy environment. Everything we do is guided by our NEURO-AFFIRMING FOUNDATIONS:

Our approaches are grounded in the principles of Neurodiversity Paradigm.

- We recognise the pervasive role of ableism within society, including the influence of internalised ableism. We aim to challenge ableist narratives about neurodivergent people.
- We are committed to being anti-racist.
- We are committed to being LGBTQIA+ affirming.
- We recognise and respect each individual’s intersectional identity and are committed to unpacking one’s own privilege.
- We aspire to work in a way that is trauma informed.
- We respect all forms of communication and presume competence.

Our Foundations enable us to aspire, wherever possible, to create an accessible and emotionally, psychologically, sensorially, relationally safe space for GROVE’s young people, their families and those with whom we work.

These foundations create the potential for authentic connection, community and growth in a way that is meaningful for each individual – for instance, developing meaningful relationships, a sense of belonging, possibly developing self-understanding, positive self-esteem and neurodivergent identity.

This policy applies to all staff (employed, contractors, consultants, volunteers and other personnel that is associated with GROVE – together “**Staff**”), as well as any third parties who enter into business or voluntary relationships with GROVE.



CONTACT IN CASE OF CONCERN:

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- If someone is in **immediate danger** please phone **999 first** then follow the GROVE procedures.
- **GROVE** CEO/DSL: Jessica Garner safeguarding@grOve.org (staff must follow GROVE procedures outlined in this document). Telephone: 07834271637
- **GROVE** external DDSL / safeguarding consultant: Mark Wrangles at Close the Gaps Limited with whom we hold a service level agreement to support with safeguarding, policies and procedures: mark.wrangles@closethegaps.co.uk .
- The **NSPCC** helpline is available to *anyone* who has a concern about a child. Email help@nspcc.org.uk or phone 0808 800 5000.
- **Childline** offers free, confidential advice and support whatever the child or young person's worry, whenever they need help. Email childline.org.uk or telephone 0800 1111.
- You can also contact the child's local **Children's Social Services/Child Protection Services** and speak to the local authority designated officer (LADO). Find the details here: [Find your local council - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/organisations/multi-agency-safeguarding-hubs). Multi-Agency Safeguarding Hub (MASH) teams are the single point of contact for all professionals to report safeguarding concerns to, within their local authority. Contact details for your local authority's multi-agency safeguarding hub, safeguarding lead or Prevent officer are often on their website under 'child safeguarding' or 'child protection services'.
- You can contact the police for non-emergencies on **101**.



GROVE is a safe community for neurodivergent children and young people to connect through shared interests and experiences. We support our children and young people's personal growth by fostering a positive and authentic autistic identity through neuro-affirming programmes of mentoring and education.

PURPOSE & SCOPE OF THIS POLICY SUMMARY:

As an online service provider, we understand that there are limitations as to what we can do in terms of safeguarding however GROVE believes that everyone has a responsibility to promote the welfare of children and young people, to keep them safe and to practice in a way that protects them in whatever way they can. We value, listen to and respect the children and young people we work with. We will:

- protect children, young people and adults who receive GROVE's services from harm;
- ensure that all children, young people and adults have an equal right to be safe from all types of harm or abuse, irrespective of age, disability, sex, sexual orientation, gender reassignment, religion or belief and race;
- provide staff, children, young people and their families, with the overarching principles that guide our approach to child protection and safeguarding;
- ensure that staff and volunteers understand their responsibilities and have the knowledge, skills and confidence to: *Recognise, Respond, Report, Record, Refer* any abuse, neglect or other allegations and / or any concerns relating to the welfare of a child or young person;
- develop and implement effective online safety (see Data Protection and Online Code of Conduct for further information);
- ensure ongoing training is undertaken to ensure that safeguarding protocols are up-to-date and understood by all;
- manage any allegations against staff appropriately;
- build a safeguarding culture where staff, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

GROVE works with 7-25 year-olds directly (18+ with an ECHP) but we are commissioned by adults who may be neurodivergent and therefore vulnerable themselves (an individual aged 18 or over who has vulnerabilities which include those with protected characteristics) we make it our duty to promote the welfare and safety of all users whether they are under or over the age of 18. Please see our related Vulnerable Adult Safeguarding policy.

GROVE's policies relate to all users, staff and situations in both the UK and internationally.

Irrespective of the differing laws, regulations and cultural expectations from one country to another even where English law and regulation does not apply, we shall operate as if English laws and regulations do apply.

GROVE'S policies and procedures will be audited and reviewed at least annually or in response to changes in legislation and/or government guidance or significant internal changes.



**Every member of staff and volunteer will read and sign our full safeguarding policy and procedures.
Regular updates are made following national policy and procedural change.**

A copy of our full Safeguarding & Child Protection policy is available upon request.