



FYNIX PROJECT

**SUPPORTING YOUNG MINDS: FINDING
YOUR GROUND**

Safeguarding & Professional Standards

Overview

Supporting Safe, Ethical and Trauma-Informed Practice

Safe environments do not happen by accident. They are created intentionally through clear procedures, professional practice, accountability and a commitment to safeguarding

Rise Through Lived Experience

Developed by Fynix Project

SUPPORTING YOUNG MINDS: FINDING YOUR GROUND

Safeguarding & Professional Standards Overview

Supporting Safe, Ethical and Trauma-Informed Practice

Introduction

The safety, wellbeing and dignity of young people are at the heart of everything we do.

Fynix Project is committed to delivering programmes that are trauma-informed, evidence-informed, safeguarding-aware and aligned with recognised professional standards.

This overview outlines the safeguarding principles, professional expectations and quality assurance measures that support the delivery of the Supporting Young Minds: Finding Your Ground programme.

Our Commitment

We believe that young people learn best when they feel:

- Safe
- Respected
- Included
- Listened to
- Supported
- Empowered

Safeguarding is not viewed as a separate process from programme delivery.

It is embedded throughout every aspect of planning, facilitation and participant engagement.

Our approach aims to create psychologically safe learning environments whilst maintaining clear professional boundaries and safeguarding responsibilities.

Legislative & Professional Framework

Fynix Project's safeguarding approach is informed by current UK legislation, statutory guidance and recognised best practice, including:

- Children Act 1989
- Children Act 2004
- Working Together to Safeguard Children
- Safeguarding Vulnerable Groups Act 2006
- Care Act 2014
- Equality Act 2010
- Human Rights Act 1998
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)
- Online Safety Act 2023
- Domestic Abuse Act 2021

These frameworks help guide our responsibilities when working with children, young people, families, partner organisations and communities.

Trauma-Informed Practice

Supporting Young Minds is delivered using a trauma-informed approach.

Trauma-informed practice recognises that young people may have experienced adversity, trauma, loss, instability or other life challenges that influence how they experience learning, relationships and emotional wellbeing.

Our approach focuses on:

Safety

Creating predictable, respectful and supportive learning environments.

Choice

Providing opportunities for participants to engage in ways that feel comfortable and appropriate for them.

Trust

Maintaining clear expectations, consistency and transparency throughout delivery.

Collaboration

Encouraging participation and shared learning rather than instruction-led approaches.

Empowerment

Helping young people recognise strengths, build confidence and develop practical wellbeing skills.

Participants are never expected to disclose personal experiences or discuss traumatic events.

The programme focuses on learning, reflection and skill development rather than therapeutic disclosure.

Psychological Safety

Psychological safety is a core principle of programme delivery.

We actively promote:

- Respectful communication
- Choice-based participation
- The right to pass
- No forced disclosure
- Inclusive engagement
- Reflection opportunities
- Emotional containment

Facilitators are trained to create environments where young people feel able to participate without fear of embarrassment, judgement or pressure.

Listening is recognised as a valid form of participation.

Organisational Policies & Procedures

Fynix Project operates within a range of organisational policies and procedures designed to support safe, ethical and professional practice.

These include:

- Safeguarding & Child Protection Policy
- Safeguarding, Privacy & Confidentiality Policy
- Equality, Diversity & Inclusion (EDI) Policy
- Health & Safety Policy
- Code of Conduct Policy
- Complaints & Feedback Policy
- Risk Assessment Procedures
- Incident Reporting Procedures

These policies support all areas of programme planning, delivery, safeguarding, information management, professional conduct and participant wellbeing.

Policies are reviewed regularly to ensure they remain current, relevant and aligned with legislation and best practice.

Designated Safeguarding Lead (DSL)

Fynix Project has an appointed Designated Safeguarding Lead (DSL) responsible for overseeing safeguarding practice across the organisation.

Responsibilities include:

- Receiving safeguarding concerns and disclosures
- Maintaining safeguarding records
- Supporting facilitators and staff
- Liaising with safeguarding partners and agencies
- Managing referrals where required
- Ensuring safeguarding procedures are followed

- Promoting a culture of safeguarding throughout the organisation

Designated Safeguarding Lead

Darryl Craig

Founder & Lead Facilitator

Designated Safeguarding Lead (DSL)

✉ darryl.craig@fynix.org.uk

Any safeguarding concerns relating to programme delivery, participant welfare or organisational safeguarding matters should be reported directly to the Designated Safeguarding Lead.

Safeguarding Responsibilities

Fynix Project recognises its responsibility to safeguard and promote the welfare of children and young people.

All facilitators are expected to:

- Follow safeguarding procedures
- Maintain professional boundaries
- Act in the best interests of participants
- Respond appropriately to safeguarding concerns
- Report concerns in line with safeguarding guidance
- Work collaboratively with host organisations where required

Safeguarding concerns are managed in accordance with organisational safeguarding procedures and relevant legislation and guidance.

Managing Disclosures

Participants are not encouraged to disclose personal information during programme activities.

However, if a young person chooses to disclose information that raises a safeguarding concern, facilitators will:

- Remain calm and supportive

- Listen without judgement
- Avoid making promises of confidentiality
- Record information appropriately
- Follow safeguarding procedures
- Report concerns to the appropriate safeguarding lead where required

The safety of the young person remains the primary consideration at all times.

Professional Standards

Fynix Project maintains high standards of professional conduct across all programme delivery.

Facilitators are expected to:

- Act professionally at all times
- Maintain appropriate boundaries
- Respect confidentiality and privacy
- Promote equality, diversity and inclusion
- Work within their competence and role
- Follow organisational policies and procedures
- Uphold safeguarding responsibilities

Professional conduct contributes to creating safe, respectful and effective learning environments.

Enhanced DBS Checks

Individuals delivering programmes directly with children and young people are required to hold appropriate Enhanced DBS clearance where applicable.

DBS status is monitored in line with organisational requirements and delivery arrangements.

Risk Assessment & Safe Delivery

Risk assessment forms part of programme planning and delivery.

Consideration is given to:

- Venue suitability
- Participant needs
- Accessibility requirements
- Health and safety considerations
- Emergency procedures
- Group dynamics
- Safeguarding risks

Dynamic risk assessment continues throughout programme delivery to support participant safety and wellbeing.

Inclusion & Accessibility

Supporting Young Minds is designed to be inclusive and accessible.

Our delivery approach incorporates:

- SEND awareness
- Autism-affirming practice
- ADHD-aware facilitation
- Flexible participation options
- Sensory considerations
- Inclusive communication approaches

We recognise that young people engage, communicate and learn in different ways.

Facilitators are encouraged to provide flexibility and choice wherever possible.

Quality Assurance

To support programme quality and consistency, Fynix Project utilises:

- Facilitator guidance and delivery manuals
- Participant resources and activity materials
- Safeguarding procedures

- Risk assessment processes
- Participant feedback mechanisms
- Outcome measurement tools
- Reflective practice and continuous improvement processes

These measures help ensure programmes remain safe, effective and responsive to participant needs.

Partnership Working

Fynix Project works collaboratively with schools, local authorities, youth services, residential settings, community organisations and other partners.

Where programmes are delivered within partner settings, safeguarding responsibilities and reporting pathways are agreed in advance to ensure clarity and effective communication.

Transparency & Access To Policies

Fynix Project believes that safeguarding, governance and professional accountability should be transparent and accessible.

To support this commitment, key organisational policies and supporting documents are available to download directly from our website.

Available documents include:

- Safeguarding & Child Protection Policy
- Safeguarding, Privacy & Confidentiality Policy
- Equality, Diversity & Inclusion (EDI) Policy
- Health & Safety Policy
- Code of Conduct Policy
- Complaints & Feedback Policy
- Parent & Carer Information Sheet
- Safeguarding & Professional Standards Overview
- Outcomes & Evaluation Overview

The website also provides access to:

- Safeguarding Concern Reporting Form

- Incident Reporting Form
- Complaints & Feedback Information
- Professional contact details for safeguarding enquiries

We believe organisations working with children and young people should be open about their policies, procedures and standards of practice. By making our governance documents publicly available, we aim to demonstrate accountability, build trust with participants and partner organisations, and promote confidence in our safeguarding arrangements.

Our Approach In Practice

Supporting Young Minds is:

- ✓ Trauma-Informed
- ✓ Evidence-Informed
- ✓ Safeguarding-Aware
- ✓ Lived-Experience Led
- ✓ Neurodiversity-Affirming
- ✓ Psychologically Safe
- ✓ Strengths-Based
- ✓ Inclusive

Our goal is to create learning environments where young people feel safe enough to learn, develop confidence, build resilience and explore practical wellbeing skills.

Contact Information

Website

www.fynix.org.uk

General Enquiries

info@fynix.org.uk

Safeguarding Enquiries & Concerns

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Marketing, Communications & Partnerships

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Final Statement

Safeguarding is everyone's responsibility.

Fynix Project is committed to creating safe, supportive and professional learning environments that place the wellbeing of young people at the centre of programme delivery.

Through trauma-informed practice, safeguarding awareness, robust organisational procedures and professional standards, we aim to help young people develop confidence, resilience and practical skills that support positive emotional wellbeing.

Safety Before Content.

Connection Before Correction.

Choice Before Pressure.

Progress Before Perfection.

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