

POLICY	REVIEWED BY	DATE	APPROVED BY COMMITTEE DATE	NEXT REVIEW DATE
Safeguarding Policy	Helen Jones	1/06/2018	11/09/2018	1/6/2020
	Helen Jones	01/06/2020	<i>TBA (COVID)</i>	01/06/2021
	Helen Jones	1/9/2022	20/09/2022	20/9/2023

Safeguarding Policy

This policy applies to all staff, including senior managers and the Trustees, paid staff, volunteers or anyone working on behalf of Castleland Community Association.

The purpose of this policy:

- To protect children and young people who receive Castleland Community Association's services. This includes the children of adults who use our service;
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection;

Castleland Community Association 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 to keep them safe. We are committed to practise in a way that protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Working together to safeguarding children; a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015.

This policy should be read alongside our policies and procedures on:

- Anti-Harassment of Bullying
- Conflict of Interest
- Risk Assessment
- Engagement of Volunteers
- Equality and Diversity
- Equal Opportunities Statement
- Family Friendly
- Flexible Working
- List of Behaviours that may Constitute Harassment
- Training and Development
- Welsh Language

We recognise 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 harm or abuse
- Some children are additionally vulnerable because of their impact of previous experiences, their level of dependency, communication needs or other issues
- Working partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

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

- Valuing the, listening to and respecting them
- Appointing a Designated Safeguarding Officer (DSO) for children and young people
- Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- Recording and storing information professionally and securely and sharing information about safeguarding and good practice with children, their families, staff and volunteers with one-to-one discussions
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.