**Safeguarding Policy**

**The purpose of this policy statement is:**

* to protect children and young people who receive Broads Watch CIC services from harm. This includes the children of adults who use our services
* to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Broads Watch CIC, including senior managers and the board of directors, paid staff, volunteers, sessional workers, agency staff and students.

**Legal framework**

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection.

**Supporting documents**

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents:

* Guide to Responding to Disclosures/ Abuse Situations
* Privacy Policy
* Code of Conduct for Staff and Volunteers
* Health and Safety Policy

**We believe that:**

* children and young people should never experience abuse of any kind
* we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects the

**We recognise that:**

* the welfare of children is paramount in all the work we do and in all the
* decisions we take
* working in partnership with children, young people, their parents, carers and
* other agencies is essential in promoting young people’s welfare
* all children, regardless of age, disability, gender reassignment, race, religion or
* belief, sex, or sexual orientation have an equal right to protection from all types
* of harm or abuse
* some children are additionally vulnerable because of the impact of previous
* experiences, their level of dependency, communication needs or other issues
* extra safeguards may be needed to keep children who are additionally
* vulnerable safe from abuse

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

* valuing, listening to and respecting them
* appointing a nominated child protection lead for children and young people, for safeguarding
* adopting child protection and safeguarding best practice through our policies,

procedures and code of conduct for staff and volunteers

* developing and implementing an effective online safety policy and related procedures
* providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
* recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
* recording and storing and using information professionally and securely, in line with data protection legislation and guidance
* using our procedures to manage any allegations against staff and volunteers appropriately
* 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 have effective complaints and whistleblowing measures in place
* 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
* building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Nominated Child Protection Lead Duncan Holmes  
07393 566749

Duncan Holmes

Director  
1st December 2022