Safeguarding Policy

November 2019

This policy applies to all staff, whether paid or unpaid, volunteers, sessional workers, agency staff, students or anyone else working on behalf of 2020 Community Sport C.I.C.

The purpose of this policy is:

* To protect children, young people and vulnerable adults who receive 2020 Community Sport C.I.C.’s services. This includes those related to and responsible for people using our service.
* To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

2020 Community Sport C.I.C. believes that no child or vulnerable individual should ever have to experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practise in a way which protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children and vulnerable adults, 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
* Updated Children Act 2004
* Safeguarding Vulnerable Groups Act 2006
* Protection of Freedoms 2012
* Children and Families Act 2014
* Special Educational Needs and Disability (SEND) code of practice: 0-25 years – Statutory guidance for organisations which work with and support children and young adults who have special educational needs or disabilities; HM Government 2014
* Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
* Working together to safeguard children: A welfare guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

This policy should be read alongside our other policies and procedures.

We recognise that:

* The welfare of individuals we work with is paramount, especially children, as enshrined in the Children Act 1989
* All individuals, 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 individuals are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs and other issues
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promotion overall welfare.

We will seek to keep individuals safe by:

* Valuing them, listening to and respecting them
* Appointing a Designated Safeguarding Officer (DSO), a deputy and lead director for safeguarding
* Adopting protection and safeguarding practices through procedures and a code of conduct for staff and volunteers
* Developing and implementing an effective e-safety policy and related procedures
* Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
* Recruiting staff and volunteers safely, ensuring all necessary checks are made
* Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with service users, their families, staff and volunteers via leaflets, posters and one-to-one discussions
* Using our safeguarding procedures to share information with the relevant agencies where applicable
* Using our procedures to manage any allegations against staff and volunteers appropriately
* Creating and maintaining an anti-bullying environment and ensuring we have a policy to effectively deal with any bullying that does arise
* Ensuring we have effective complaints and whistleblowing procedures in place
* Ensuring we provide a safe physical environment for service users by applying health and safety measures in accordance with the law and regulatory guidance

Contact Details

Designated Safeguarding Officer (DSO)

Name: Jane Mansfield

Contact: 07749866205

We are committed to reviewing our policy and good practice annually

This policy was last reviewed and agreed by all board member on 29.11.19 and is to be next reviewed November 2020.