

Our Child Protection and Safe Guarding Policy

This policy applies to all staff, including owners, managers, trainers, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of Challenge Training Studios.

The purpose of this policy:

- To protect children and young people who receive, attend or part-take in Challenge Training Studios services. This includes the children of adults who use our services
- To provide staff and volunteers with the overarching principles that guide our approach to child protection

Challenge Training Studios 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 which seeks to protect children and young people, namely:
 - Children Acts 1989 and 2004
 - United Nations Convention on the Rights of the Child 1991
 - Data Protection Act 1998
 - Human Rights Act 1998
 - Sexual Offences Act 2003
 - Safeguarding Vulnerable Groups Act 2006
 - Protection of Freedoms Act 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 people 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 safeguarding children: A guide to interagency working to safeguard and promote the welfare of children; HM Government 2015

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

- Child Protection Statement
- Guidelines for parents, guardians and visitors
- Members cod of conduct

We recognise that:

- the welfare of the child/young person is paramount, as enshrined in the Children Act 1989

- all children and young people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- some children and young people are additionally vulnerable because of their level of dependency or their communication needs
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting children's and young people's welfare

At Challenge Training Studios will seek to keep children and young people safe by:

- valuing them, listening to and respecting them
- appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding• adopting child protection 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 children, their families, staff and volunteers via leaflets, posters, one-to-one discussions
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- 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

Contact details

Designated safeguarding person (DSP):

Natalie Sloan

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Gateway Services/Child Protection
028 9050 7000

Emergency duty team in Children's Social Care
028 9504 9999

Gateway Services in person
110 Saintfield Road
BELFAST
BT8 6HD

Police
999

CEOP
www.ceop.police.uk

NSPCC Helpline
0808 800 5000

We are committed to reviewing our policy and good practice annually and when there are significant changes in legislation or internal to our organisation.

This policy was last reviewed on:21/03/2019

Person responsible for overseeing review: Natalie Sloan

Natalie Sloan

Signed:

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