



Safeguarding Children Policy

The purpose and scope of this policy statement:

Heads Up Limited Community Interest Company (From herein to be called Heads Up) works with children and families as part of its activities. This includes visiting schools to deliver direct and indirect education, training and clinical interventions to children, staff members or parents/carers.

The purpose of this policy statement is:

- To protect children and young people who receive Heads Up's services. This includes the children of adults who use our services
- To provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.

This policy statement applies to anyone working on behalf of Heads Up, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the United Kingdom.

A summary of the key legislation and guidance is available from www.nspcc.org.uk/childprotection

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 them.

We recognise that:

- The welfare of the child is paramount
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal 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
- Working in 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, listening to and respecting them
- Appointing a nominated 2 child protection/safeguarding leads
- Developing child protection and safeguarding policies and procedures which reflect best practice
- 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
- 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
- Developing and implementing an effective online safety policy and related procedures
- Sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- Implementing a code of conduct for staff and volunteers
- Using our procedures to manage any allegations against staff and volunteers appropriately
- 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
- Recording and storing information professionally and securely.

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures, including:

- Online safety policy and procedures for responding to concerns about online abuse
- GDPR

Contact details nominated child protection leads

Name: Carol Grimes or Katy Hennon.

Phone: 07817 905445 07715 802614

Email: info@headsupcic.org.uk

NSPCC Helpline 0808 800 5000



We are committed to reviewing our policy and good practice annually.
This policy was last reviewed on: 15th June 2022

Signed: Date:

.....

Contact the NSPCC’s Knowledge and Information Service with any questions about child protection or related topics.