

Safeguarding & Child Protection Policy



The purpose and scope of this policy

Tom's Trust, Registered Charity No 1142670, believes that it is always unacceptable for a child or young person to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people, by a commitment to practice which protects them. This obligation applies to employees, trustees and volunteers.

Tom's Trust employees, trustees and volunteers work to safeguard and promote the welfare of children in accordance with the Children Acts 1989 & 2004, Working Together to Safeguard Children (2018) and the Local Safeguarding Children Board. It is important that all those working with children fully understand their roles & responsibilities and know what to do if they have concerns about the welfare of a child.

Tom's Trust occasionally works with children and families as part of its activities. These may include fundraising events such as: The Family Fun Run and The Gran Fondo.

The purpose of this policy is:

- to protect children and young people who receive Tom's Trust 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 applies to anyone working on behalf of Tom's Trust including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

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.

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

- valuing, listening to and respecting them
- appointing a nominated child protection/safeguarding lead
- 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 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
- recording and storing information professionally and securely.

Related policies and procedures

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

- Code of conduct for staff and volunteers
- GDPR Compliant Data Protection
- Equal Opportunities
- Volunteering

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Designated lead for safeguarding and child protection

Dr Peter Gough peter@tomstrust.org.uk 01223 882738

If you have a safeguarding concern relating to someone working or volunteering for Tom's Trust, please contact our Designated Safeguarding Lead, Dr Peter Gough.

This is the Tom's Trust Safeguarding & Child Protection Policy
It will be reviewed every **TWELVE** months
Date of next review **May 2020**

Dr Peter Gough
Chair