

## **Instill Education safeguarding policy**

### Our safeguarding policy

This policy applies to all staff, including senior managers, paid staff, volunteers and seasonal workers, agency staff, students or anyone working on behalf of Instill Education.

### The purpose of this policy:

To protect children and young people who receive Instill Education's 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 safeguarding and child protection;

Instill Education 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 practice in a way that protects them.

### Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, 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
- . Children Act 2004
- . 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 to 25 years
- . Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government. Keeping Children Safe in Education 2016
- . Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015. Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2017

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

Child Protection Policy

E-safety Policy

Social media policy

Preventing Extremism and Radicalisation Policy

Alcohol Drug and Tobacco policy

Recruitment and selection policy (England and Wales)

Recruitment and selection policy (Scotland)

Recruitment of host families

Health and Safety policy (in Health & Safety Manual)

DBS Policy – Recruitment of Ex-offenders

Recruitment of Ex-offenders (Scotland)

Policy Statement– Secure storage, handling, use, retention and disposal of Disclosure Information

Anti-Bullying Policy

These are outlined in the Child Protection Policy and the Employee Handbook.

We recognise that:

. the welfare of the child is paramount, as enshrined in the Children Act 1989. All children, 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 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 them, listening to and respecting them
- . appointing a Designated Safeguarding Lead (DSL) for children and young people, a deputy and a lead board member for safeguarding
- . adopting child 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 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

We are committed to reviewing our policy and good practice annually. This policy was last reviewed on: 5 January 2017 by Jozef Windsor, Senior Designated Lead.

To be reviewed Jan 2018