

POLICY 13: SAFEGUARDING_CHILDREN & YOUNG PEOPLE POLICY_SUMMARY

1. Introduction

The purpose of ICA's Safeguarding & Child Protection Policy is to set a clear protocol of action and a framework for our responsibilities and legal duties in relation to each child's and young person's welfare.

ICA recognises that abuse can occur within many situations including the home, school, a community setting, at work and the social environment. Also that some individuals will actively seek employment or voluntary work with children and young people in order to harm them.

As such, ICA must ensure that:

- 1.1.** The welfare of the child or young person is paramount.
- 1.2.** All children and young people, whatever their age, culture, disability, gender or sexual identity, language, racial origin or religious beliefs have the right to protection from abuse.
- 1.3.** Some children or young people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- 1.4.** Working in partnership with children, young people, their parents, carers and other relevant organisations is essential in promoting welfare.
- 1.5.** All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- 1.6.** All ICA employees and volunteers (includes trustees) have a responsibility to report these concerns.

2. Policy Statement

ICA has a responsibility to:

- 2.1.** Safeguard children and young people who receive ICA's services or participate in ICA's activities.
- 2.2.** Appoint a Safeguarding / Health & Safety Officer (HSO), with escalation and support, where required, through ICA's CEO and Board of Trustees (BoT).
- 2.3.** Recruit all ICA employees and volunteers safely, ensuring all relevant checks are made.
- 2.4.** Ensure ICA employees and volunteers, where relevant, receive the appropriate guidance and training required to safeguard children and young people and make informed and confident responses to specific child protection issues.
- 2.5.** Use appropriate procedures to manage allegations and incidents of abuse effectively and efficiently.
- 2.6.** Share information about any concerns regarding children with relevant organisations, involving parents / carers and children appropriately.

PLEASE SEE ICA'S FULL SAFEGUARDING_CHILDREN & YOUNG PEOPLE POLICY FOR MORE INFORMATION ON OUR SAFEGUARDING PROCESSES AND PROCEDURES.

Main contact for issues related to ICA's Safeguarding_Children & Young People Policy:

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| LINKED POLICIES | |
|-----------------|---|
| POLICYNUMBER | POLICY TITLE |
| 1 | Confidentiality Policy |
| 2 | Conflict of Interest Policy |
| 3 | Disciplinary Policy |
| 4 | Environmental Policy |
| 5 | Equal Opportunities Policy |
| 6 | Financial Procedures Policy |
| 7 | UK GDPR Policy |
| 8 | Grievance Policy |
| 9 | Health & Safety Policy |
| 10 | Lone Working Policy |
| 11 | Online Cookie & Privacy Policy |
| 12 | Risk Management Policy |
| 13 | Safeguarding_Children & Young People Policy |
| 14 | Safeguarding_Vulnerable Adults Policy |
| 15 | Training & Development Policy |
| 16 | Transport Policy |
| 17 | Whistleblowing Policy |

APPROVAL

This policy was referred to and signed by the CEO and Chair of the Board of Trustees.

Date...31st March 2021... Review date...31st March 2022...

Chief Executive Officer..... 

Chair of Board Signature..... 