

## Safeguarding Policy Statement

Safeguarding is at the heart of STIKLINGS C.I.C. activities. (*hereafter named as Stiklings*)

### The purpose of this policy statement is:

- ★ To protect children, young or vulnerable people who receive Stiklings services from harm. This includes the children of adults who use our services.
- ★ To provide staff and volunteers, as well as children, young or vulnerable people and their families, with the overarching principles that guide our approach participant protection.

This policy applies to anyone working on behalf of Stiklings, including senior managers, Directors 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 England/Northern Ireland/Scotland/Wales. A summary of the key legislation is available from [nspcc.org.uk/learning](http://nspcc.org.uk/learning).

### Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents;

- ★ Role description for the designated safeguarding officer.
- ★ GDPR policy
- ★ Child Protection Policy
- ★ Adult Protection Policy
- ★ Equal Opportunities policy
- ★ Code of Conduct for staff and volunteers.
- ★ Photo release form and sharing images guidance.
- ★ Safety Liability Waiver
- ★ Online website safety; Privacy Policy, Terms and Conditions and Accessibility statement.
- ★ Anti-bullying.
- ★ Managing complaints, via our website.
- ★ Health and Safety at work.
- ★ Induction, training, supervision and support.
- ★ Adult to child supervision ratios.
- ★ Environmental policy
- ★ DBS Policy Statement on the Recruitment of Ex-offenders
- ★ Terms & Conditions for payments and Invoices

### We believe that:

- ★ Children, young or vulnerable people should never experience abuse of any kind.
- ★ We have a responsibility to promote the welfare of all children, young or vulnerable people, to keep them safe and to practise in a way that protects them.

### We recognise that:

- ★ The welfare of children, young or vulnerable people is paramount in all the work we do and in all the decisions we take all participants, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- ★ Some participants 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, vulnerable people, their parents, carers and other agencies is essential in promoting young people's welfare.

### We will seek to keep children, young or vulnerable people safe by:

- ★ Valuing, listening to and respecting them.
- ★ Appointing a nominated protection lead for children, young or vulnerable people, and a lead Director for safeguarding.
- ★ Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- ★ Developing and implementing an effective online safety policy and related procedures.
- ★ Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently.
- ★ Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- ★ Recording, storing and using information professionally and securely, in line with data protection legislation and guidance.
- ★ Making sure that children, young or vulnerable people, and their families know where to go for help if they have a concern.
- ★ Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young or vulnerable 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 reporting via our website/email in place.
- ★ Ensuring that we provide a safe physical environment for our children, young or vulnerable people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- ★ Building a safeguarding culture where staff and volunteers, children, young or vulnerable people and their families, treat each other with respect and are comfortable about sharing concerns.

## **Service delivery contracting and subcontracting.**

This section is relevant to Stiklings who may sub contract work, be subcontracted to provide services, or draw in sessional staff.

- ★ There will be systematic checking of safeguarding arrangements of partner organisations
- ★ Safeguarding will be a fixed agenda item on any partnership reporting meetings.
- ★ Contracts and memorandums of agreement for partnership delivery work will include clear minimum requirements, arrangements for safeguarding and non compliance procedures'.

## **Reporting**

Reporting any incidence of safeguarding will be done on our safeguarding reporting form, which will be reviewed by a Director;

<https://docs.google.com/document/d/1v9vePLOAuDBGgvG9nVF2WhspUv-UDxA9/edit?usp=sharing&oid=108462918847050899100&rtpof=true&sd=true>

We also have an anonymous reporting form on our website for People to fill in if they feel they cannot voice their concerns in person. This is all directed straight to our Safeguarding officer;

<https://www.stiklings.com/ourpolicies>

## **Contact details**

Designated Safeguarding Coordinator

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Designated Safeguarding Deputy

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*Updated: September 2021*

Designated Safeguarding Lead

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**NSPCC Helpline**

**0808 800 5000**

**We are committed to reviewing our policy and good practice annually.**