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**Safeguarding and Protection of Children and Young People Policy**

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| **Policy name** | Safeguarding and Protection of Children and Young People Policy |
| **Department** | Safeguarding |
| **Author** | Rhian McKnight, Safeguarding Officer |
| **Responsible Manager** | Becky Parke |
| **Responsible Trustee****Review Date** | Rev Peter BennettJune 2024 |
| **Approved by Board** | July 2024 |
| **Emailed to Staff** | August 2024 |
| **Next Review Date** | June 2027 |

*This policy relates to Crewe YMCA Ltd, referred to as ‘the Company’ throughout this document. For the avoidance of doubt, this relates to all trading names used by Crewe YMCA Ltd, for example ‘YMCA Crewe’, ‘YMCA Cheshire’ and ‘YMCA Macclesfield’.*

**Aim of policy**

The Company 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.

As such, children and young people are entitled to

* live their life free from any form of harm, fear, abuse, exploitation and neglect
* Privacy
* Be treated with dignity
* The protection of the law
* Have their rights upheld regardless of ethnic origin, sexuality, impairment or disability, age, religion or cultural background

We recognise that the welfare of the child/young person is paramount and therefore we will provide protection for the children and young people who receive The Company’s services, including the children of adult service users.

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of The Company.

**Legislation**

Safeguarding of Vulnerable Groups Act 2006

The Children Act 1989 and 2004

Mental Capacity Act 2005

Working Together 2018

Modern slavery Act 2015

**Definitions**

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| Children and young people | People up to the age of 18 |
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| Safeguarding children | The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully. *(Working Together to Safeguard Children 1.18 HM Government 2010)*  |

**Policy Statements**

The Association is committed to the safety of children and young people. The following principles will apply:

1. The Company will promote empowerment, well-being, security and safety consistent with service users’ rights, capacity and personal responsibility, and prevent abuse occurring wherever possible.
2. The Company will manage services in a way which promotes safety, prevents abuse and listens to the ‘voice of the child’so that safeguarding is integral to the development and delivery of all of our services.
3. The Company will recruit staff and volunteers safely, ensuring all necessary checks are made.
4. The Company will have robust systems in place for staff to use in the event that they suspect a child or young person may be experiencing or be at risk of harm.
5. The Company will ensure that there are consistent and effective responses to any concerns, allegations and disclosure of abuse and that the reporting and investigation and action is effective, bringing about appropriate results.
6. The Company will take a robust approach to modern day slavery and human trafficking and is absolutely committed to its prevention. This refers to the arrangement or facilitation of travel for another person for reasons of exploitation, including slavery, servitude, or compulsory labour.
7. The Company recognises domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and Young People. In some cases, a child may blame themselves for the abuse or may have to leave the family home as a result. *Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life*. Any concerns, allegations or disclosure of domestic abuse will be reported and investigated. The Company will ensure that any action taken is effective, bringing about appropriate results in the best interests of the child.
8. Staff and volunteers will be trained in safeguarding as part of induction, supervision and ongoing cyclical training.
9. The Company will inform service users of safeguarding information including ways to report allegations of abuse, or safeguarding concerns.
10. The Company will work in partnership with the Local Authority, parents, carers and other agencies through Information Sharing, Multi Agency Approaches (including Multi Agency Safeguarding Hub-MASH), collaboration and understanding in order to promote and protect the safety of children and young people.
11. The Company will collate information to audit and evaluate practice (including parent and child feedback) and provide appropriate reports to relevant committees.
12. The Company will endeavour to keep up to date with any national changes to strategy and practices.
13. Children and Young People will be made aware of how to report allegations of abuse, or safeguarding concerns.
14. Safeguarding principles and information will be promoted and easily accessible to children and young people using the appropriate methods.
15. The Company will assess the safeguarding risks to current residents when deciding whether to offer accommodation to potential new residents.
16. If any staff member, including senior managers, the board of trustees, volunteers and sessional workers, agency staff, students or anyone working on behalf of the Company breaches this policy then disciplinary proceedings will follow.

**Procedures that link to this Policy:**

Lone Working

Health & Safety (all)

HR (in relation to staff and volunteers relevant procedures)

Safeguarding (all)

**Safeguarding Lead- Rhian McKnight**