



AIM Achieve Inspire Motive

Safeguarding Policy

January 2019

This policy applies to all staff, the board of trustees, paid staff, volunteers, sessional workers, agency staff, students and anyone working on behalf of AIM.

The purpose of this policy is to:

- Protect children and young people who receive AIM's services
- Provide our staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

AIM 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 practise 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:

- The 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 2015
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0-25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities: HM Government 2014
- 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 2015

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

- Recruitment, induction and training
- Role of the designated safeguarding office
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording and information sharing
- Code of conduct for staff and volunteers
- Safer recruitment
- Anti-bullying
- Complaints
- Whistleblowing
- Health and safety
- Training, supervision and support
- Lone working policy and procedures

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 beliefs, 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 experience, 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 Officer (DSO) for children and young people, and a trustee responsible for ensuring safeguarding practices and procedures, and a code of conduct for staff and volunteers
- Developing and implementing effective related procedures as appropriate
- 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
- 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 any-bullying environment and ensuring that we have a policy and procedure to he 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

Contact Details

Designated Safeguarding Officer (DSO) and Trustee responsible for safeguarding

Name: Kate Murphy
Telephone: 07931 184596
Email: ksmurphy@hotmail.co.uk

Deputy Designated Safeguarding Officer and Trustee responsible for safeguarding:

Name: Kimberley Sheppard
Telephone: 01892 517656
Emai: ksheppard30@hotmail.co.uk

CEOP

www.ceop.police.uk

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practice annually. This policy was last reviewed February 2019.

Signed: _____ Date: _____