



Safe guarding Children Policy statement

Zodiac Arts will work with children, parents and the community to ensure we support children's rights and create and maintain the safest possible environment for children.

We do this by:

- Recognising that all children have the right to freedom from abuse and harm
- Promoting joint working with parents and carers in the interest of children's welfare
- Following safe recruitment procedures which ensure that staff are carefully selected, vetted and have the relevant qualifications and experience.
- Ensuring that all staff are aware of and accept responsibility for helping to prevent the abuse of child
- Designating a Child Protection Officer in this case the operations manager who takes specific responsibility for children's protection, safety and well-being
- Supporting all staff in bringing concerns to the Designated Child Protection Officer
- Responding quickly and appropriately to all suspicions or allegations of abuse
 - Providing parents, carers, and children with the opportunity to voice any concerns they may have.

This includes having knowledge of, and ensuring children have access to their preferred methods of communication and that staff are trained in a variety of communication tools.

- Adopting positive behaviour management strategies which are nonviolent and do not impose humiliation
 - Reviewing the effectiveness of the organisation's Child Protection Policy and Procedures
- Working in partnership with external organisations and professionals to ensure that children are protected

In London all organisations use the London Child Protection Procedures:

www.londoncp.co.uk.

These set out how agencies and individuals should work together to safeguard and promote the welfare of children and young people.

Useful resources for voluntary organisations working with children and young people can be found on the NSPCC website:

www.nspcc.org.uk/preventingabuse/safeguarding/

These include:

- Standards for organisations to implement and a self-assessment tool kit
https://safeguardingtool.nspcc.org.uk/?_ga=1.97694940.219746708.1492612478
- Advice on recruiting and managing staff and volunteers, including reemployment/engagement checks
<https://safeguardingtool.nspcc.org.uk/resource-library/resources/saferstaff-and-volunteers/>
- Information and resources to support organisations to manage concerns raised about unacceptable or unsafe conduct by staff and volunteers towards other colleagues or children
<https://safeguardingtool.nspcc.org.uk/resource-library/resources/childprotection-/>

The following guidance is also relevant:

Working Together to Safeguard Children 2015

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

Information sharing:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419628/Information_sharing_advice_safeguarding_practitioners.pdf

What to do if you're worried about a child:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

It is important to emphasise that everybody in whatever role working with children and young people has a duty to safeguard children and to report concerns about their safety and wellbeing.

If you have any concerns that a child may be being abused, maltreated or neglected please contact your operations manager.

They will be able to advise on what action, if any needs to be taken.