



Tot Cross Buns Safeguarding Policy

The purpose of this policy statement is:

- to protect children, young people and adults who receive Tot Cross Bun's services from harm.
- to provide any staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Tot Cross Buns including paid staff, volunteers, sessional workers, 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.

Policy Statement

We believe that:

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

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take all children, 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 children 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, their parents, carers is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- 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 [more information about this is available from the Information Commissioner's Office: [ico.org.uk/for- organisations](http://ico.org.uk/for-organisations)]
- making sure that children, young people and their families know where to go for help if they have a concern

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- using our safeguarding and child protection 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 anti-bullying environment and ensuring that we respond appropriately to any bullying concerns that arise
- ensuring that we have effective complaints 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
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Contact details

Nominated child protection lead : Mrs Allison Woolford

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

This policy was reviewed : 1 September 2020

Signed: Allison Woolford

Date: 1 September 2020

Review Date: 1 September 2021