



Safeguarding Policy Statement

Purpose and Scope

The purpose of this policy statement is to ensure the safety and welfare of all children and young people who access the services of *Rejoice With Voice CIC*, including the children of adults who use our services.

This policy aims to:

- Protect children and young people from harm;
- Provide staff, volunteers, children, young people, and their families with overarching principles that guide our approach to safeguarding and child protection.

This policy applies to anyone working on behalf of *Rejoice With Voice CIC*, including the Board of Trustees, senior managers, paid staff, volunteers, sessional workers, agency staff, and students.

Legal Framework

This policy has been drawn up in accordance with UK legislation, policy, and guidance to protect children, including:

- Children Act 1989 and 2004;
- Working Together to Safeguard Children (statutory guidance);
- Keeping Children Safe in Education (statutory guidance, where relevant);
- Any other relevant legislation and statutory guidance applicable in England, Scotland, Wales, or Northern Ireland.

Further information is available from the NSPCC: nspcc.org.uk/childprotection.



Supporting Documents

This policy should be read alongside related organisational policies and procedures, including but not limited to:

- Role description for the Designated Safeguarding Lead (DSL);
- Procedures for dealing with disclosures and concerns about a child or young person;
- Procedures for managing allegations against staff and volunteers;
- Recording concerns, data retention, and information sharing;
- Code of conduct for staff and volunteers;
- Behaviour policies for children and young people;
- Guidance on photography and sharing images;
- Safer recruitment procedures;
- Online safety policy;
- Anti-bullying policy;
- Complaints and whistleblowing procedures;
- Health and safety policy;
- Induction, training, supervision, and support policies;
- Adult-to-child supervision ratios.



Our Commitment

We believe that:

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

We recognise that:

- The welfare of children is paramount in all our work and decision-making;
- Working in partnership with children, young people, parents, carers, and other agencies is essential;
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an equal right to protection from harm;
- Some children may be particularly vulnerable due to previous experiences, level of dependency, communication needs, or other circumstances;
- Additional safeguards may be required to protect those who are most vulnerable.

How We Keep Children Safe

We will seek to protect children and young people by:

- Valuing, listening to, and respecting them;
- Appointing a Designated Safeguarding Lead (DSL), a deputy, and a Trustee or board member responsible for safeguarding;
- Implementing child protection and safeguarding best practice through policies, procedures, and codes of conduct;
- Developing and enforcing an effective online safety policy;
- Providing management, supervision, training, and quality assurance so all staff and volunteers understand and follow policies confidently;



- Recruiting staff and volunteers safely, ensuring all necessary checks are completed;
 - Recording, storing, and using information securely and professionally, in accordance with data protection legislation (Information Commissioner's Office guidance: ico.org.uk);
 - Sharing safeguarding information and good practice with children, young people, and families;
 - Ensuring children, young people, and families know where to go if they have concerns;
 - Sharing concerns with relevant agencies and involving families appropriately;
 - Managing allegations against staff or volunteers according to established procedures;
 - Maintaining an anti-bullying environment with clear policies;
 - Ensuring effective complaints and whistleblowing measures;
 - Providing a safe physical environment through adherence to health and safety legislation;
 - Promoting a safeguarding culture in which staff, volunteers, children, and families treat each other with respect and feel able to raise concerns.
-



Contact Details

Designated Safeguarding Lead (DSL)

Name:

Phone/Email:

Deputy DSL(s)

Name(s):

Phone/Email:

Trustee / Senior Lead for Safeguarding and Child Protection

Name:

Phone/Email:

NSPCC Helpline: 0808 800 5000

Review

This policy and its implementation will be reviewed annually to ensure continued compliance and best practice.

Last Reviewed:

Signed:

[Most senior person with responsibility for safeguarding, e.g., the safeguarding lead on the Board of Trustees]

Date: