

# **Raspberry Creatives Community Events CIC**

## **Safeguarding Policy**

The purpose of this policy statement is:

- To protect children, young people and vulnerable adults who receive Raspberry Creatives' services from harm.
- To provide staff and volunteers, as well as children, young people, vulnerable adults and their families, with the overarching principles that guide our approach to safeguarding.

This policy applies to anyone working on behalf of Raspberry Creatives, including senior managers and the board of directors, paid staff, volunteers, sessional workers, agency staff and students.

We believe that children, young people and vulnerable adults should never experience abuse of any kind.

We have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

We recognise that:

- The welfare of children, young people and vulnerable adults is paramount in all the work we do and in all the decisions we take, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, having an equal right to protection from all types of harm or abuse.
- Some people 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, vulnerable adults, their parents, carers and other agencies is essential in promoting their welfare.

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

- Valuing, listening to and respecting them.
- Appointing a nominated protection lead, a deputy, and a lead board member for safeguarding.
- Adopting safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- Developing and implementing an effective online safety policy and related procedures.
- 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)].
- Sharing information about safeguarding and good practice with children, young people and vulnerable adults via leaflets, posters, group work and one-to-one discussions.
- Making sure that children, young people, vulnerable adults and their families know where to go for help if they have a concern.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, vulnerable adults 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 have a policy and procedure to help 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, vulnerable adults, 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, vulnerable adults and their families, treat

each other with respect and are comfortable about sharing concerns.

This policy was last reviewed on:

.....(date)

Signed: .....

[this should be signed by the most senior person with responsibility for safeguarding in your organisation, for example the safeguarding lead on your board of directors].

Date: .....