

# Safeguarding Policy

This policy applies to all staff, including directors, paid staff, volunteers, freelance staff and sessional workers, or anyone working on behalf of Compost London.

The purpose of this policy:

- To protect children and young people with whom Compost London may come into contact through their work, including the children of adults who use our services,
- To protect and support vulnerable adults with whom Compost London may come into contact through their work, or who may use our services
- To provide staff and volunteers with over-arching principles that guide our approach to safeguarding and child protection
- Compost London believes that no child, young person or vulnerable adult, should ever experience abuse of any kind. Through our work we take seriously our responsibility to promote the welfare of all vulnerable individuals and to keep them safe. We are committed to operating in a way that protects them.

Legal Framework:

This policy has been drawn up on the basis of law and guidance sound safeguarding namely:

- \* Children Act 1989
- \* Children Act 2004
- \* Children and Social Work Act 2017
- \* Safeguarding Vulnerable Groups Act 2006
- \* Protection of Freedoms Act 2012
- \* Children and Families Act 2014
- \* Female Genital Mutilation Act 2003
- \* Children and Adoption Act 2006
- \* Children and Young Persons Act 2008
- \* Working together to safeguard children (2015)

This policy should be read alongside our other operating policies.

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989

Date to be reviewed:

June 2019

- All children, young people and vulnerable adults regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- Some children, young people or adults 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, adults (including parents , carers and other agencies) is essential in promoting young people's welfare

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

- Valuing them, listening to and respecting them
- Appointing a designated safeguarding officer (DSO) and a deputy for children, young people and vulnerable adults
- Adopting child protection and safeguarding practices throughout our work, procedures and code of conduct for staff and volunteers
- Developing and implementing an effective e-safety policy and related procedures
- 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, securely and sharing information about safeguarding and good practice with all staff and volunteers, so they act appropriately.
- Using procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring we have complaints and whistleblowing measures in place
- Ensuring we work in a way that ensures a safe physical environment for any children, young people, vulnerable adults, staff and volunteers, by adhering to our health and safety policy.

Contact Details:

Designated Safeguarding Officer (DSO)

Name: Caroline Rouse

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Date to be reviewed:

June 2019

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

This policy was last reviewed on.....(date)

Signed:

Date to be reviewed:

June 2019