

# Safeguarding Policy Statement

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## Introduction, Scope and Purpose

Safeguarding is an all-encompassing term used to describe many aspects of keeping our young people safe, which includes:

- Participant health, safety and wellbeing
- Child protection
- Protection of adults at risk
- Bullying, harassment and discrimination including racial abuse
- Self-harm
- Peer on peer abuse including sexual harassment and sexual assault
- Abuse and neglect
- Domestic violence
- Safety from sexual exploitation, female genital mutilation and forced marriage
- Alcohol, drug and substance misuse
- E-safety including all aspects of electronic communication
- Financial exploitation
- Protecting people from radicalisation and extremism

The policy covers young people accessing any IAF service regardless of where it takes place. It is the responsibility of all staff to understand their role in supporting safeguarding across all aspects of provision and for familiarising themselves with the appropriate procedures and other policies that support this overarching document.

## Key Principles

IAF will operate within the following key principles when it relates to safeguarding:

- All people will be treated with respect and with courtesy by staff and participants in an environment that is free from harassment or discrimination
- All venues and equipment will comply with legislative health and safety standards
- IAF will work with participants and other agencies to promote a safe and healthy culture

- IAF will develop partnerships to proactively protect participants at risk of abuse, neglect or at risk of radicalisation
- Staff will be trained and will have a clear understanding of personal safety and good safeguarding practices
- IAF will work with participants to promote their own personal health, well-being and safety including their safety online
- IAF will work proactively to raise awareness of radicalisation and extremism in order to prevent people from being drawn into terrorism

IAF will support participants to have personal resilience and be able to make informed and sensible decisions about their safety and wellbeing in an attempt to prevent them from being exploited and or abused.

## Participants' Entitlement

In order to promote a healthy and a safe environment, our young people will be entitled to the following:

- The right to make a disclosure to any member of staff and know that the disclosure will be dealt with quickly, sensitively and appropriately
- To participate in an environment free from bullying or harassment
- To be made aware of strategies and actions that help to keep themselves safe
- To be made aware of the basic principles of safe learning and safeguarding relevant to the programme that the YP is completing
- To be made aware of how to access support on personal health and safety issues either within IAF, or from outside agencies
- To be provided with up to date information around personal safety issues
- Learn about interpersonal and communication skills that promote and establish a welcoming, safe and respectful environment

## Strands of Activity

The safeguarding efforts of IAF are supported by the following core strands of activity, where relevant, working procedures and other policy documents have been signposted within this section.

### Safe learning

The principles of 'Every Child Matters' and safeguarding will be embedded within IAF's teaching and learning practices and within IAF's quality assurance. Safe recruitment practices will be implemented as outlined in the relevant section of this policy. The main point of reference is Keeping Children Safe in Education updated 6<sup>th</sup> July 2021. [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/95162/Keeping-children-safe-in-education-2021.pdf)

IAF is committed to engaging participants on issues related to financial health, mental health and physical health – in order to improve their quality of life. The aim is to provide young people with the tools to make healthy and safe decisions.

### Safe environment

IAF will provide an environment that is safe and secure for all users, whilst at the same time is friendly and welcoming. We will ensure a culture of respect that is free from bullying and harassment. Health and safety

is of paramount importance and must never be compromised or short cut; as such all facilities and resources will comply with legislative requirements for health and safety.

IAF's commitment to the safe environment is enshrined within the following policy and procedure documents: the health and safety policy and manual; the IT acceptable use policy for participants and the incident reporting procedures.

### **Safe recruitment**

IAF will comply with best practice in the recruitment and training of its staff, in line with legislative requirements. Staff will undergo the appropriate pre-employment checks including DBS checks for their role where applicable, and undertake mandatory safeguarding training appropriate to their role. Staff will understand the principles of safe working practices and how not to put themselves in situations that compromise themselves or young people. All new starters will receive an appropriate induction, including safeguarding training.

### **Safeguarding participants**

IAF has a legal obligation to protect young people and vulnerable adults from abuse. IAF has an appropriately trained safeguarding manager, who will ensure that disclosures made by young people are dealt with quickly, sensitively and appropriately. All staff will be trained in the appropriate response to a student disclosure and the correct procedure for dealing with concerns about a student. We will work with participants to proactively protect them from abuse and neglect and prevent participants being placed in an abusive situation.

IAF's commitment to the protection of young people and vulnerable adults is enshrined within the Safeguarding Procedure.

### **Preventing people from being drawn into terrorism**

IAF has certain duties enshrined within the Counter Terrorism and Security Act 2015. All staff are aware of their *Prevent* duties and IAF has processes in place to respond to concerns about young people and staff members.

IAF's commitment to *Prevent* is encapsulated within the *Prevent* policy, risk assessment and action plan policy, IT acceptable use policy and safeguarding procedures.

### **Governance and reporting**

IAF has a safeguarding champion who is a member of the Board of Trustees.

### **Links with external agencies**

IAF works with Local Safeguarding Children Boards, the Local Authority Designated Officer, the Multi Agency Safeguarding Hub and other professions to ensure a comprehensive safeguarding network is in place. Advice will be taken from professionals within these organisations as appropriate.

## **Key Responsibilities**

**The Board of Trustees** – will have overall responsibility for ensuring that IAF meets its obligations within this area. They will be responsible for the approval of relevant safeguarding policy.

**The senior designated person** – will be the Mentoring Manager. They will be responsible for ensuring that the safeguarding processes and procedures are robust and consistently applied and that IAF fulfils its legal duties as enshrined within legislation.

**All employees and volunteers** – will have a responsibility for completing their training, familiarising themselves with the appropriate safeguarding policies and procedures and for ensuring they understand their own role in the promotion of safeguarding and the appropriate action to be taken should they receive a disclosure.