



Safeguarding Policy Statement

Studio Cultivate (herein referred to as 'SC') has a duty of care to safeguard from harm all children and young people with whom it interacts. Children and young people occupy a central place within SC and our work. We strongly believe that all children and young people have the right to be treated fairly, justly and have the right to freedom from abuse and harm.

Our policy ensures that all our staff and volunteers are carefully selected and vetted, have the relevant qualifications and experience, and accept responsibility for helping to prevent the abuse of children and young people in their care. We aim to offer comprehensive advice to SC staff members and freelance operatives with regards to legal requirements and good practice.

All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.

We have procedures in place to address poor practice, and to help any child/young person who appears to be at risk, or who appears to be a victim of abuse. We will offer help and support when a child/young person tells us that they are affected by these issues. We will work extensively with external agencies such as the NSPCC and the police to ensure as far as possible that children and young people are protected.

We will not tolerate bullying. Incidents of bullying will be investigated and treated seriously. Action will be taken to stop the bullying.

The purpose of this policy statement is:

- to protect children and young people who receive Studio Cultivate's services.
- to provide parents, staff and volunteers with the overarching principles that guide our approach to child protection.

This policy statement applies to anyone working on behalf of SC, including paid staff, volunteers, sessional workers, agency staff 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. A summary of the key legislation and guidance is available from [nspcc.org.uk/childprotection](https://www.nspcc.org.uk/childprotection).

We believe that:

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

We recognise that:

- the welfare of the child is paramount.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal 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 and other agencies 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.
- appointing a nominated safeguarding lead and a deputy safeguarding lead.
- developing child protection and safeguarding policies and procedures which reflect best practice.
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers 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, developing and implementing an effective online safety policy and related procedures.
- sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions.
- recruiting staff and volunteers safely, ensuring all necessary checks are made.
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- implementing a code of conduct for staff and volunteers.
- using our procedures to manage any allegations against staff and volunteers appropriately.
- ensuring that we have effective complaints and whistleblowing 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.
- recording and storing information professionally and securely.

Related policies and procedures:

This policy statement should be read alongside **Studio Cultivate's Safeguarding Policy and Operational Procedures** document, (available on request) in which the following is outlined.

- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations of abuse against a child or young person.
- Role of the designated safeguarding officer.
- Managing allegations against staff and volunteers.
- Safer recruitment policy and procedures.
- Adult to child supervision ratios.
- Code of conduct for staff and volunteers.
- Anti-bullying policy and procedures.
- Online safety policy and procedures for responding to concerns about online abuse.
- Photography and image sharing guidance.
- Child protection records retention and storage policy.
- Whistleblowing policy.

Contact details:

Nominated child protection lead

Name: Francis Smith

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Deputy child protection lead

Name(s): George Nicholls

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NSPCC Helpline

0808 800 5000

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

This policy was last reviewed on: 10th February, 2019

Signed: *Francis Smith*