

INNOVATIVE OPPORTUNITIES LTD

Children and Young People Safeguarding Policy

Document Owner: Anita Whittaker CEO

Document approved by: Innovative Opportunities Board of Directors

Date Policy approved: 30/01/2022

Next review Date: 30/01/2026

All children and young people have the right to safety. **Innovative Opportunities Safeguarding Policy** will outline the organisation's commitment to protecting children and young people from harm and ensure that their safety and wellbeing is maintained.

The purpose of this policy will aim to implement the key principles of Children's safeguarding within the organisation. This policy will be applicable for all the children and young people that the work with ranging from 10 - 17

Empowerment – This organisation will create an environment that empowers children to have autonomy over their own decisions, allowing them to say 'no' or speak up when faced with uncomfortable positions.

Protection – All staff will have a duty of care to ensure that any child or young person, especially those who are victims of abuse will be provided with the support they need to prevent further abuse. Appropriate steps will be made to ensure that any concerns for a child welfare will be shared with the key child protection services.

Prevention – All staff will ensure that they prevent abuse or harm of any kind from happening to children or young people that we are working with. This will be achieved by ensuring the use of training staff is readily and regularly accessible to ensure that we are raising awareness of abuse and making sure that there is enough information, and it is easily accessible.

Accountability - Everyone has a role to play towards ensuring the safeguarding and protection of the children and young people we work with. The staff employed by this organisation will be responsible for their actions, ensuring that we remain aware of abusive actions, not only to identify them but also to not inflict the same violent behaviour on those around us.

Proportionality - Similar to risk assessment, this organisation will ensure that all individuals in the organisation are taken into account when dealing with issues of abuse and safeguarding. Some individuals may face different levels of risk and this needs to be understood and mitigated as much as possible in order to create a safe space and prevent further abuse.

Partnerships - Partnerships allow for everyone to work together in creating a safe environment within and beyond the organisation and we aim to work in partnership with the school and Local Authority Children Services to ensure that we can support the children and young people and ensure we work together to aiding the prevention of further abuse.

This policy will be in alignment with Children Safeguarding Policy Working Together to Safeguard Children 2018, and guidance from the Local Children's Safeguarding Board.

Below sets out what the organisation will do to protect children and how it will respond to any concerns for a child's safety and wellbeing including a list of procedures to support those aims.

Potential risks: We at Innovative Opportunities understand the risk posed by other children/young people and adults in authority working with said children, young people.

Recruitment: Student teachers, University Lecturers, LSA', Community Volunteers
All professionals that are employed/enlisted by the company will be subjected to DBS Checking

Raising concerns

The named responsible person for safeguarding duties for **Innovative opportunities** is Anita Whittaker a.kinwhittaker@gmail.com.

All staff and volunteers should contact Anita Whittaker for any concerns/queries they have in regards to safeguarding children. A log of the concern must be kept.

Anita Whittaker will ensure that the safeguarding children and young people's policies and procedures are in place and up to date. They will ensure a safe environment is promoted for staff and volunteers and children accessing the service. Anita Whittaker will ensure they are up to date with their safeguarding children training.

Responding to concerns

Any disclosures or concerns for a child's safety or well-being will result in referral being made to the relevant local authority where the children reside.

Safeguarding children is everybody's responsibility. All staff members have a responsibility to report a concern if they believe a member of staff has behaved inappropriately towards a child. Any concerns raised about the professional that may have caused harm to a child's wellbeing will be referred to the Local Authority Designated Officer (LADO) and advice will be sought from them as to how to address and investigate the concerns.

Training

All staff will attend a 1-day workshop on safeguarding & child protection provided by an external professional. The induction pack provided to all staff upon joining the organisation and available in the staff shared drive, has a section dedicated to safeguarding and child protection. Monthly briefings will reiterate awareness and support staff in their working environment.

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Potential risks: We at Innovative Opportunities understand the risk posed by other children/young people and adults in authority working with said children, young people.

Recruitment: All professionals that are employed/enlisted by the company will be subjected to DBS Checking and supervised during the probationary period.

Raising concerns

The named responsible person for safeguarding duties for **I O - Innovative Opportunities** is:

Anita Whittaker - anita.whittaker@ioldn.com.

All staff and volunteers should contact Anita Whittaker for any concerns/queries they have in regards to safeguarding children. A log of the concern must be kept.

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Confidentiality

Any information of a sensitive nature about children will be stored securely and shared only with those who have a need to know this.

Communication

The policy will be clearly communicated to all staff, volunteers, and children/young people who are accessing the service. It will be available on the organisation's website and intranet.

Review

The policy will be reviewed annually or more frequently if there are any changes in legislation or best practice.

