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Description automatically generated**SAY – Safeguarding Policy 2022**

Statement of Sterling Academy Youth (SAY) Safeguarding Policy

Sterling Academy Youth (SAY) believes in the empowerment of young people. We achieve this through delivering engaging, pedagogically structured workshops and assemblies to young people. SAY hires contracted sessional workers and volunteers to support the services we provide to work on a rota-based system.

The director of SAY has overall responsibility for the effective operation of this policy. However, all staff, volunteers and service users have a duty as part of their involvement with the group/organisation to do everything they can to ensure that the policy works in practice.

**The purpose of this policy statement is:**

* To protect children and young people who receive SAY’s services from harm.
* To provide our staff, volunteers, children and young people with the overarching principles that guide our approach to child protection.

**Legal framework**

* This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England; a summary of the key legislation and guidance is available from: [www.nspcc.org.uk/childprotection](http://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 from harm or abuse.

**We recognise that:**

* The welfare of children is paramount in all the work we do and in all the decisions we take while working in partnership with children, young people, their parents, carers and other agencies.
* All children regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
* Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, their communication needs or due to other pre-existing issues.
* Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

**We will seek to keep children and young people safe by:**

* Valuing, listening to and respecting them.
* Appointing a nominated child protection lead for children and young people (Eric Sterling – contact details below).
* Adopting child protection and 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.
* Selecting staff and volunteers safely, ensuring all necessary checks are made.
* Recording and storing and using information professionally and securely, in line with data protection legislation and guidance.
* Sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions.
* Making sure that young people and their families know where to go for help if they have a concern.
* Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, 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 policies and procedures 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, 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 and their families, treat each other with respect and are comfortable with sharing concerns.

**Nominated child protection lead:**

* Name: Eric Sterling
* Email address: [hello@sterlingacademyyouth.com](mailto:hello@sterlingacademyyouth.com)

NSPCC Helpline: 0808 800 5000

**Supporting documents**

This policy statement should be read alongside our organisational policies, procedures, guidance in the following related documents:

* Health and safety policy
* Equal opportunities policy

We request that our staff, volunteers, members and visitors respect this policy, a copy of which will be available on demand. We are committed to reviewing our policy and good practice annually.

Approved by SAY Director: Eric Sterling

Signed: E.S

Date: 3rd November 2022

This policy was last reviewed on: 3rd November 2022