

# Safeguarding Policy

This policy applies to all staff, senior managers, board of trustees, paid staff, volunteers, agency staff, students or anyone working on behalf of Fundamental Movement Academy (FMA).

The purpose of this policy ~

- To protect children and young people who receive services from FMA.
- To provide staff and volunteers with the overarching principles that guides our approach to safeguarding and child protection

FMA believes that a child or young person should never experience abuse of any kind (Including radicalisation and extremism.) We have the responsibility to promote the welfare of children and young people to keep them safe. We are committed to practice in a way that protects them.

Legal framework:~

- Children act 1989, 2004
- United Convention of the rights of children 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Safeguarding Vulnerable groups act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special Educational Needs and disability (SEND) code of practice 0 -25years – Statutory Guidance for organisations which work with and support children and young people who have special educational needs or disability - HM Government 2014
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers- HM Government 2015
- Working together to safeguarding children, a guide to inter agency working to safeguard and promote the welfare of children – HM Government 2015
- Revised Prevent duty guidance for England and Wales – Home Office April 2019

This policy should be read alongside our policies and procedures on:-

- Role of designated Safeguarding Officer
- Dealing with disclosures or concerns about a child or young person
- Complaints/Grievance policy
- CCTV policy code of conduct
- Code of conduct for parents/guardian
- Coaches/Helpers code of conduct
- Equality policy
- Child Protection Policy
- Anti-Bullying Policy
- Health and Safety
- Prevent guidelines

**We recognise that:~**

- The welfare of children is paramount as enshrined in the children's act 1989
  - All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm, abuse, radicalisation and extremism.
  - Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication of needs and or other issues.
- Contd.

- Working in partnerships with children and young people, their parents, carers and other agencies in promoting young people's welfare.

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

- Appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding.
- Valuing them and listening to and respecting them.
- Expecting our staff to promote the fundamental principles of the British Values which includes mutual respect and tolerance of those with different faiths and beliefs.
- Encouraging them to make the right choices so they understand the impact and consequences of their own actions on others.
- Adopting a safeguarding and child protection practice through procedures and code of conduct for staff and volunteers.
- Ensuring our staff are aware of our PREVENT guidelines and following LEA guidelines for reporting any concerns.
- Developing and implementing a social media policy.
- 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 e.g. valid DBS.
- Recording and storing information about safeguarding and good practice with families, staff and volunteers via leaflets, posters or one to one.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know and involving children and young people, parents, families and carers appropriately
- Using our procedures to manage allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment ensuring that we have a policy and procedure to effectively deal with any bullying that does arise
- Ensuring that we have an effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers in accordance with the law and regulatory guidance.
- We will review our policy and good practice annually

**Designated Safeguarding Officer** – Vikki Chinnock

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**Lead Board Member** – Pam Smith

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CEOP - [www.ceop.police.uk](http://www.ceop.police.uk)

NSPCC Helpline - 0808 800 5000

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