



SHINE@NechellsPOD and Nechells POD CIC Safeguarding Policy

Safe working practice for the protection of children, young people, adults and staff at SHINE@NechellsPOD and Nechells POD CIC.

- The welfare of the children and young people is paramount (Children Act 1989).
- Staff are responsible for their own actions and behaviour and should avoid any conduct that would lead any reasonable person to question their motivation and intentions.
- Staff should work, and be seen to work, in an open and transparent way.
- Staff should discuss and take advice promptly from their line manager or another senior member of staff over any incident that may give rise to concern.
- Records should be made of any such incident and of decisions made and further actions agreed, in accordance with the policy for keeping and maintaining records.
- Staff should apply the same professional standards regardless of gender, ethnicity or sexuality.
- All staff should know the name of their designated person for child protection, be familiar with local child protection arrangements and understand their responsibilities to safeguard and protect children, young people and adults.
- In whichever setting staff are working they should know the name of the designated lead for child protection, or the equivalent individual, and know and follow relevant child protection policy and procedures.
- All members of staff have a duty to report any child protection concerns to their designated person for child protection.
- Staff should be aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

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