



Our child protection (safeguarding) policy

This policy applies to all staff, including senior managers, paid staff, volunteers and seasonal workers, agency staff, students or anyone working on behalf of Wellsfield Farm.

The purpose of this policy:

- to protect children and young people who receive Wellsfield Farm's services. This includes the children of adults who use our services;
- to provide staff and volunteers with the overarching principles that guide our approach to child protection;

Wellsfield Farm believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them with safe activities at Wellsfield Farm.

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989
- all children, regardless of age, background, disability, gender, racial heritage, religious belief, political belief, sexual orientation or identity, 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 them, listening to and respecting them
- adopting child protection practices through procedures and a code of conduct for staff and volunteers
- providing and running safe activities for everyone to meet our duty of care
- communicating to parents, guardians, carers, organisations and supervisors of children of any safety concerns we may have with regard to the safe supervision of children on our premises
- managing safety by operating a health & safety management system to manage reasonably foreseeable risks so far as is reasonably practicable, with regular reviewing and auditing of our system
- managing a robust health & safety risk assessment system with appropriate control measures to reduce risks to acceptable levels in order to reduce accidents
- developing and managing an effective e-safety policy, social media policy and related procedures
- providing adequate security measures, safety rules, and behavioural standards for visitors
- providing effective management for staff and volunteers through supervision, support and training
- recruiting staff and volunteers safely, ensuring all necessary checks are made, with ongoing support and training and an ongoing action plan
- a written code of behaviour for everyone involved in your organisation: children, young people and adults, including behaviour when online or using digital technology
- procedures for dealing with situations where allegations are made by a member of the public against an adult or a child/young person in our organisation
- sharing information about child protection and good practice with children, parents, staff and volunteers
- sharing concerns with agencies who need to know, and involving parents and children appropriately

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