Safeguarding Policy

Child Protection Policy

Statement of Intent

- the welfare of the child is paramount
- no child or group of children must be treated any less favourably than others in being able to access services which meet their particular needs
- all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs
- the policy is reviewed, approved and endorsed by Baby College Ltd. (BCL) annually or when legislation changes
- the policy applies to all BCL staff and Baby College franchisees
- children and parents should be informed of the policy and procedures as appropriate
- all concerns, and allegations of abuse will be taken seriously by BCL and Baby College franchisees and responded to appropriately - this may require a referral to BCL’s designated safeguarding contact children's social care services, for allegations against staff, trustees and other volunteers, and in emergencies, the police
- BCL has a commitment to safe recruitment, selection and vetting
- Our policy is written with reference to guidelines on gov.co.uk
- this policy will be reviewed annually or when legislation changes
- See also the Baby College photography and video policy

Child protection procedures and systems

- Bea Waterfield & Donna Twyford are the named safeguarding contacts for BCL and all safeguarding queries should be directed to them at office@babycollege.co.uk or if urgent to Bea on 07986 014818
- BCL acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.
- The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children have
a positive and enjoyable experience at Baby College in a safe and child centred environment and are protected from abuse whilst participating in Bay College or outside of the activity

- BCL acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy BCL will

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in BCL. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the relevant local authorities
- as a result of any other significant change or event