



Child Safeguarding Policy & Procedures

Policy Statement:

Empowered To Thrive CIC is committed to providing a safe and secure environment for all children participating in our programs, activities, and events. We prioritize the well-being, protection, and rights of children and are dedicated to preventing any form of harm, neglect, or abuse.

Key Principles:

1. **Zero Tolerance:** Empowered To Thrive CIC has a zero-tolerance policy towards any form of child abuse, exploitation, or neglect. All staff, volunteers, and contractors are expected to adhere to this policy.
2. **Rights-Based Approach:** We respect the rights of children as outlined in the United Nations Convention on the Rights of the Child (UNCRC) and work to ensure that children have the right to be heard, protected, and participate in decisions affecting them.
3. **Accountability:** Every staff member, volunteer, and contractor is responsible for the safety and well-being of children under their care. Reporting any concerns or suspicions of child abuse is mandatory.

Procedures:

1. **Recruitment and Screening:**
 - All personnel working with children must undergo a thorough background check, including criminal record checks and reference checks.
 - Interview questions should include inquiries regarding previous experience working with children and understanding of child safeguarding.
2. **Training and Awareness:**
 - All staff, volunteers, and contractors must undergo mandatory child safeguarding training upon joining Empowered To Thrive CIC. Regular refresher training will also be provided.
 - Child safeguarding policies and procedures should be made accessible to all personnel.
3. **Code of Conduct:**

- All staff, volunteers, and contractors are expected to adhere to a strict code of conduct when interacting with children, which includes maintaining professionalism, setting appropriate boundaries, and refraining from any form of abuse.

4. Supervision and Monitoring:

- Adequate supervision will be provided during all activities involving children, ensuring that they are always within sight and earshot of a responsible adult.
- Any concerns about behaviour, interactions, or suspicious incidents must be reported immediately to the designated safeguarding officer which is **Jo Gray**.

5. Response and Reporting:

- Any suspicions, concerns, or allegations of child abuse or neglect will be taken seriously and reported promptly to the designated safeguarding officer.
- The safeguarding officer will follow established reporting procedures, including notifying relevant authorities as required by law.

6. Confidentiality and Privacy:

- Information regarding child safeguarding concerns will be kept confidential and shared only with those who need to know for the purposes of safeguarding the child.

7. Complaints and Feedback:

- Empowered To Thrive CIC will establish a clear procedure for reporting complaints or providing feedback related to child safeguarding concerns. This procedure will be communicated to all stakeholders.

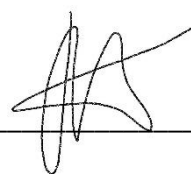
Review and Monitoring:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with legal requirements.

Date of Adoption: 01/04/2025

Reviewed By: Jo Gray - Director

Next Review Date: 01/04/2027

Signed:  _____