STRATFORD-UPON-AVON TOWN TRUST
Safeguarding Policy

PURPOSE AND SCOPE
The purpose of this policy is to:

- To protect children, young people and adults at risk who interact with Stratford Town Trust at our venues from harm
- To provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to safeguarding.

This policy applies to anyone working on behalf of Stratford Town Trust - the board of trustees, all paid staff, volunteers, agency staff, students and any delivery partners.

LEGAL FRAMEWORK
This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and adults at risk in England.

COMMITMENT
The purpose of this policy is to ensure that through its work and behaviours Stratford Town Trust demonstrates its commitment to protecting the rights of people to live in safety, free from abuse and neglect. Everybody has the right to be safe no matter who they are or what their circumstances are.

Through safeguarding, Stratford Town Trust will promote the well-being and welfare of all those with whom it comes into contact, which includes beneficiaries, visitors, staff, volunteers and other stakeholders.

SUPPORTING DOCUMENTS
This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents:

- Role description for the designated safeguarding lead
- Staff contracts of employment
- Volunteer handbook
- Trustee code of conduct
- Dignity & respect policy
- Complaints procedure
- Whistleblowing
- Health and safety

WE BELIEVE THAT:

- children, young people and adults at risk should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children, young people and adults at risk, to keep them safe and to practise in a way that protects them.

WE RECOGNISE THAT:
The welfare of all children, young people and adults is paramount in all the work we do and:

- All the decisions we take
- How we are working with other organisations
- We recognise all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- We recognise some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse
- We recognise all adults can be an adult at risk at various times in their life's and have the right to be kept safe.

WE SEEK TO FULFIL OUR RESPONSIBILITIES BY:

- Valuing, listening to and respecting children, young people and adults at risk
- Appointing a designated safeguarding lead for children, young people and adults at risk, also a deputy and a lead trustee for safeguarding
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Developing and implementing an effective online safety policy and related procedures
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- Making sure that children, young people, their families and adults at risk know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, adults at risk, parents, families and carers appropriately
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, adults at risk, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where staff and volunteers, children, young people and their families and adults at risk treat each other with respect and are comfortable about sharing concerns

CONTACT DETAILS

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Trustee with responsibility for safeguarding
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Further Information

Further information can be found at: https://www.safeguardingwarwickshire.co.uk/

Policy Review

This policy and its implementation will be reviewed at least annually and whenever there are any legislative changes or amendments to guidance issued by relevant statutory bodies.