



POLICY AND PROCEDURES ON SAFEGUARDING/CHILD PROTECTION

Introduction

ClubsComplete recognises the contribution we can make to protect children in any of the clubs that we run. The aim of the policy is to safeguard and promote the children's' welfare, safety and health by fostering an honest, open, caring and supportive climate. The children's welfare is of paramount importance.

1. This policy is consistent with the legal duty to safeguard and promote the welfare of children

2. There are four main elements to our Child Protection Policy:

- Prevention (e.g. positive atmosphere, leader's support to pupils;
- Protection (by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Child Protection concerns;
- Support (to children who may have been abused);

3. The policy applies to all staff at ClubsComplete. We recognise that child protection is the responsibility of all staff within our company. We will ensure that all head teachers are aware of our child protection policy by making a copy available to them, displaying appropriate information on our website and by raising awareness at initial meetings with head teachers.

4. ClubsComplete will:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- Ensure every effort is made to establish effective working relationships with staff at schools who use ClubsComplete;
- Operate safe recruitment procedures by employing only individuals that we have known personally for at least 2 years, using a strict interview process, and make sure that all appropriate checks are carried out on new staff and volunteers who will work with children, including references and Criminal Record Bureau checks.

Roles and Responsibilities - General

6. All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children.