

### **Pawsitive Squad CIC Safeguarding Policy**

This policy applies to all staff, including managers, shareholders, paid staff, volunteers, sessional worker and students or anyone working on behalf of Pawsitive Squad CIC

The purpose of this policy is to protect children and young people who receive Pawsitive Squad CIC's services. This includes the children of adults who use our services and to provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

#### **Legal Framework**

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

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1988
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0-25 years statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities: HM Government 2014
- Information Sharing advice for practitioners providing safeguarding services to children, young people, parents and carers. HM Government 2015
- Working together to safeguarding children. A guide to inter agency working to safeguard and promote the welfare of children. HM Government 2015

#### **This policy should be read alongside our policies and procedures on:**

- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Safer recruitment of staff and volunteers

#### **We believe that:**

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

#### **We recognise that:**

- the welfare of children is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- 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



**Pawsitive Squad CIC**

*Paws of Hope, Paws of Love,  
Paws of Life*

- 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 will seek to keep children and young people safe by:**

- Valuing them, listening to and respecting them
- Appointing a designated safeguarding officer and deputy safeguarding officer for children and young people.
- Adopting child protection and safeguarding through procedures and a code of conduct for staff and volunteers
- Providing effective management of all staff and volunteers through supervision, support, training, and quality assurance measures
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely and sharing information about safeguarding and good practice with children, their families, staff and volunteers via discussions and leaflets
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, 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, staff and volunteers by applying health and safety measures in accordance with the law and regulatory guidance.

**Contact Details:**

**Designated Safeguarding Officer:** Heather Pyne

**Phone:** 07548 825 101


**Email:** [safeguarding@pawsitivesquad.co.uk](mailto:safeguarding@pawsitivesquad.co.uk)

**Deputy Safeguarding Officer:** Amanda Burrows

**Email:** [deputysafeguarding@pawsitivesquad.co.uk](mailto:deputysafeguarding@pawsitivesquad.co.uk)

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

This policy was last reviewed on: 1<sup>st</sup> July 2021 by Heather Pyne

Signed: ..........