

## **Policy for the Safeguarding of Children, Young People and Vulnerable Adults**

It is the policy of Bravo Events that the safety and welfare of children and young people is paramount regardless of age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity.

Children and young people are defined as under the age of 18. We also acknowledge our responsibilities in respect of adult volunteers or visitors who might be deemed to be 'at risk' because they are 'vulnerable'. (A Vulnerable Adult is defined in accordance with The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 2002 as a person aged 18 or over who has a condition of the following type: (i) a substantial learning or physical disability; (ii) a physical or mental illness or mental disorder, chronic or otherwise, including an addiction to alcohol or drugs; or (iii) a significant reduction in physical or mental capacity.

Bravo Events is fully committed to safeguarding the welfare of all children, young people, and vulnerable adults. It recognises its responsibility to take all reasonable steps to promote best practice and to protect children from harm, abuse, and exploitation.

Bravo Events acknowledges its duty to act appropriately to any allegations, reports, or suspicions of abuse. Its volunteers will endeavour to work together to encourage the development of an ethos that embraces difference and diversity and respects the rights of all children, young people, and adults.

Bravo Events Staff, Contractors & Volunteers will therefore:

- Ensure that volunteers and staff working with children understand their legal and moral obligations to protect children and young people from harm, abuse, and exploitation.
- Develop best practice in relation to the recruitment of such volunteers and staff. Bravo Events is committed to providing a safe and secure environment for children, volunteer staff and visitors and promoting a climate where children and adults will feel confident about sharing any concerns which they may have about their own safety or the well-being of others.
- Ensure that volunteers and staff understand their responsibility to work to the standards detailed in the Bravo Events Managing Disclosure procedure.
- Ensure that volunteers and staff understand their obligations to report care or protection concerns about a child/young person, or a volunteers' conduct towards a child/young person, to Bravo Events designated person for child protection (Directors).
- Ensure that all procedures relating to the conduct of volunteers are implemented in a consistent and equitable manner.
- Ensure that the designated child protection person understands their responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. police and/or children's social care).
- Provide opportunities for volunteers and staff to develop their skill and knowledge particularly in relation to the care and protection of children and young people and adults at risk.

- Ensure that written permission is received from parents/carers for their children to engage in Bravo Events direct activities and that specific information is provided in relation to the specific needs of children (e.g. medical need, allergies, special educational needs).
- Endeavour to keep up to date with national developments relating to the care and protection of children and young people.
- Take seriously any allegation or suspicion of abuse towards a child with whom Bravo Events is in contact and recognise that any child can be subject to abuse and that any matter arising from this will be dealt with appropriately following a clear set of procedures.
- Ensure that volunteers and staff who are in positions of trust in respect of children and young people, are aware of the law relating to sexual activity with under 18's.
- Ensure that the company directors & regular staff are part of the DBS Upgrades service which can be used in each site staff are required to work.
- Volunteers outside of a school site of which they attend must be over 16 years of age with a volunteer form filled out and parental consent.

## **Vulnerable Children**

Vigilance will be exercised in respect of children and young people who could be vulnerable by virtue of disability, special educational needs, homelessness, refugee/asylum seeker status, the effects of substance abuse within the family, those who are young carers and those who are 'looked after' or 'in the care' of a Local Authority. In addition, we acknowledge that children who are affected by abuse or neglect may demonstrate their needs and distress through their words, actions, behaviour, demeanour, or other children. We will work hard to promote a strong positive ethos through our activities and will have high expectations of the behaviour expected of all participants.

## **Responsibilities within this policy**

- The company directors are responsible for the operation of the Child Protection Policy, and they should act upon any concern no matter how small or trivial it may seem.
- All staff and volunteers recognise the position of trust in which they have been placed.
- In every respect, staff and volunteers ensure that the relationships they form with children and young people are appropriate.

Bravo Events ensures that staff and volunteers working directly with children and young people have a Disclosure and Barring Service. Staff and volunteers requiring DBS disclosures are:

- Company Directors
- Regular staff
- Cover staff in a school (For more than 5 working days)

In cases where there is an allegation or suspicion of child abuse, the Designated Person(s) will take steps immediately to ensure that no child or adult is placed in a position which could cause further compromise.

Any allegation or suspicion of child abuse is reported to the appropriate authorities. The first port of call for advice and /or a referral to Children's Social Care is the 24-hour help desk within Somerset County Council on 0300 123 2224 or the Multi-Agency Safeguarding Hub (MASH) for the local authority area in which the child lives. Alternatively, refer to <https://sscb.safeguardingsomerset.org.uk/working-with-children/local-protocols-guidance/>

Bravo Events will work with the appropriate local agencies, in particular Somerset County Council Children's Services and the local Police, to ensure that children are safeguarded through the effective operation Bravo Events child protection & Safeguard procedures.

Bravo Events is committed to reviewing our policy and good practice at regular intervals.

### **Required Actions**

All volunteers working for or with Bravo Events are required to report instances of actual or suspected child abuse to the Designated Person(s) with responsibility for child protection.

The Designated Person is Isaac Cowlard **07528 127 004**

When an individual concern/incident is brought to the notice of the Designated Person(s), they will seek advice from Somerset County Council's 24-hour help desk in relation to child protection issues.

All parents/ carers of children involved in activities will be informed of our safeguarding responsibilities and the existence of this policy. In situations where children or young people sustain injury or are otherwise affected by an accident or incident whilst they are the responsibility of the Bravo Events, parents will be notified of this as soon as possible.