



THE MONSOON
ACCESSORIZE
TRUST
EST. 1994

Safeguarding Policy

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the Monsoon Accessorize Trust.

The purpose of this policy:

- To protect children and young people who receive support either directly or indirectly from the Monsoon Accessorize Trust.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection;

The Monsoon Accessorize Trust believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them.

Legal framework

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

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- 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 Education Needs and Disability (SEND) code of practice: 0 to 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.
- Working together to safeguarding children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989



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- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them
- Appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding
- Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers
- Developing and implementing an effective e-safety policy and related procedures
- Providing effective management for 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 staff, volunteers and all partners.
- Using our policies and procedures to manage any allegations against staff and volunteers appropriately
- Using our policies and procedures to manage any allegations against staff, partners and volunteers appropriately

Contact details

Designated Safeguarding Officer (DSO)

Name

Phone/email

Senior lead for safeguarding

Name



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Phone/email

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

This policy was last reviewed on:(date)

Signed: