



LORD'S TAVERNERS
Empowering young people through cricket

Safeguarding Children & Young People Policy

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Related Policies:	Safeguarding Adults Policy Health and Safety Policy

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1. Introduction

Lord's Taverners believes that children and young people should never experience abuse of any kind. Through the implementation of this safeguarding policy, Lord's Taverners will demonstrate its commitment to safeguarding and promoting the welfare of all children and young people.

Where the reference is only to children, we include young people in this reference.

2. Policy Aim

Lord's Taverners works with children and families as part of its activities. This includes direct contact with children and young people at our programmes, residentials and other charity wide events. The purpose of this policy is to:

- To protect children who are in contact with Lord's Taverners.
- To provide staff and volunteers, and all stakeholders as well as children, young people and their families with the overarching principles that guide our approach to safeguarding.

This policy applies to all staff, the Board of Trustees, or anyone working or volunteering on behalf of Lord's Taverners.

For the purpose of this policy, the term children and young people is used to refer to those aged under 18. The term 'children' is used to refer to younger children who do not have the maturity and understanding to make decisions for themselves. The term 'Young people' is used to refer to older children, these children typically have a greater ability to make decisions for themselves.

3. Legislation and Guidance

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

What to do if you're worried a child is being abused: advice for practitioners (Department for Education, 2015). This describes the actions to take if you think a child is being abused.

Working together to safeguard children (Department for Education, 2018) details how organisations should work together to keep children safe.

The Children Act (1989) is the legal framework that protects children, with an emphasis on the children's welfare being the paramount consideration. The Children Act (2014) strengthened the 1989 Act and encouraged closer partnerships between agencies.

It is worth noting that different guidance and laws cover different parts of the UK. The above is based on the child protection system in England. Although the child protection systems are different in each nation, they are based on similar principles.

4. Definitions

Safeguarding and promoting the welfare of children and young people is defined as:

- Protecting children and young people from maltreatment.
- Preventing impairment of children and young people's health or development.
- Ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care, and
- Taking action to enable all children and young people to have the best outcomes ('Working Together' 2018).

5. The abuse of children and young people:

Children and young people can be abused or mistreated in a number of ways including, but not limited to:

- Physical abuse
- Domestic abuse
- Female Genital Mutilation
- Sexual abuse
- Child sexual exploitation
- Emotional abuse
- Child trafficking and modern slavery
- Bullying
- Neglect

Further information about the [different types of abuse](#) and how to recognise the signs in children and young people can be found on the NSPCC's website .

6. Principles:

- The welfare of children is paramount in all the work we do and in all the decisions we take.
- 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.
- 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.

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

- Valuing, listening to and respecting them.

- Adopting child protection and safeguarding best practice through our policies and procedures and ensuring that these are regularly reviewed and available for children and families should they wish to see them.
- All staff conducting themselves in a manner that keeps children and young people safe.
- Ensuring that we take steps to safeguard children and young people's needs online.
- Ensuring staff, volunteers and stakeholders can access support and training to help them understand and respond to child protection concerns.
- Following safer recruitment practices.
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance.
- 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.
- 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 any person involved with Lords' Taverners appropriately.
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.
- Ensuring appropriate governance is in place.

We will ensure that our website content related to Safeguarding including reporting a safeguarding concern or incident is regularly reviewed and easy to access. [Lord's Taverners - Safeguarding](#)

8. Confidentiality

So far as is practicable, confidentiality will be maintained at all times unless it is for the safety, protection or welfare of a Child and/or Adult at Risk. In such circumstances, information may be shared with external authorities, such as Local Authority Designated Officer (LADO) and in accordance with the relevant data protection law and statutory guidance.

We ensure all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately, that access to confidential information relating to child safeguarding matters, is restricted to those who need to know, in order to safeguard children.

9. Responsibilities

Every member of staff or volunteer is responsible for familiarising themselves with the content of this policy and the associated safeguarding policies and procedures. Safeguarding is everyone's responsibility, and it is down to the individual to raise concerns appropriately and in line with the Safeguarding procedure.

The Safeguarding Team are responsible for reviewing and deciding on the best course of action for all safeguarding enquiries which are received from staff across the charity. The safeguarding team is of varying backgrounds and levels within the organisation, but all receive regular Safeguarding training.

The safeguarding team, in consultation with the Board of Trustees, will be responsible for regularly updating this policy and ensuring that all employees of the charity are familiar with its contents.

To contact the Safeguarding Team please contact Safeguarding@lordstaverners.org.