



LORD'S TAVERNERS
Empowering young people through cricket

Safeguarding Children & Young People Policy

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Approved by:	Board of Trustees
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1. Introduction

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.

This policy is underpinned by a set of procedures on Recognising, Reporting, Responding, Recording and Reviewing, which can be found on the safeguarding pages of our website [Lord's Taverners - Safeguarding](#)

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 protect children who are in contact with Lord's Taverners.
- To provide employees 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 employees, volunteers, Board of Trustees, and anyone else working on behalf of Lord's Taverners.

For the purposes of this policy, a child or young person is anyone under the age of 18, as defined by the Children Act 1989 and 2004. The term 'children' may be used to refer to younger individuals who may have limited capacity to make decisions independently, while 'young people' may refer to older children who may demonstrate increasing autonomy. Regardless of this distinction, all individuals under 18 are entitled to the same level of protection.

3. Legislation, Guidance and Training

This policy has been developed in line with current UK legislation and statutory guidance, including:

- Working Together to Safeguard Children (HM Government, 2023)
- What to do if you're worried a child is being abused (DfE, 2015)
- Keeping Children Safe in Education (DfE, current version)
- Children Act 1989 and Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018 and UK GDPR - Equality Act 2010
- Online Safety Act 2023

We recognise that safeguarding legislation and guidance is subject to change and will ensure that this policy is reviewed regularly to remain compliant.

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.

All Lord's Taverners employees engage to mandatory training on an annual basis. The Designated Safeguarding Team engage in enhanced mandatory training on an annual basis.

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

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
- Online abuse / grooming / exploitation
- Child criminal exploitation
- 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. Safeguarding 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.
- Using our organisational values to guide us.
- 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](#)

All reporting procedures can be found on the safeguarding pages of the website.

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 Designated Safeguarding Team are responsible for reviewing and deciding on the best course of action for all safeguarding incidents or enquiries which are received. 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 the charity is meeting its safeguarding obligations.

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

10. Policy Review

This policy will be reviewed every two years (unless a change in law/legislation precedes this) and updated as necessary to ensure compliance with applicable laws and the ongoing commitment to best practice safeguarding.