



# BGSS POLICIES

## Safeguarding Policy

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This policy applies to all Big Green Surf School (BGSS) staff, including paid staff, freelance staff, volunteers, seasonal workers, agency staff, students or anyone working on behalf of BGSS.

The purpose of this policy is to protect children and other potentially vulnerable people to whom BGSS provides its services. The policy also provides all staff with the principles that guide our approach to safeguarding and child protection.

BGSS believes that a child or young/vulnerable person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young/vulnerable people and to keep them safe. We are committed to practice our business in a way that protects them.

This policy has been drawn up on the basis of law and guidance that seeks to provide this protection, namely:

- Children Act 1969
- 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 educational needs and disability (SEND) code of practice: 0-25 years - HM Government 2014
- Information Sharing - HM Government 2015
- Working together to safeguard children - HM Government 2015

This policy should be read and used in conjunction with all other BGSS policies, including but not limited to NOP's, EAP's and Risk Assessments.

As a business we recognise that the welfare of a child is paramount, as enshrined in the Children Act 1989, however we also extend that same belief to all of our customers. All of our customers, 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.

We also recognise that some children and young people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. We commit to working in partnership with children, young & vulnerable people, their parents, carers and other agencies in order to promote their safeguarding and welfare.

Specifically, we will take the following steps to keep all of our customers, especially children and vulnerable people, safe by:

- Valuing them, listening and respecting them.
- Adopting child protection and safeguarding practices through the procedures and codes of conduct that form our NOP's for all members of staff.
- Implementing an effective e-safety policy and monitoring all staff in this respect.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures.
- Ensuring that all staff and volunteers have been subjected to the relevant background checks.
- Recording and storing information professionally and securely, making it clear to customers how any information will be used and how they can control it.
- 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 effectively deal 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 children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

We are committed to reviewing this policy as well as all other policies and our good practice annually.