

CAROUSEL

MANAGEMENT

SAFEGUARDING POLICY

The purpose and scope of this policy statement

Carousel Management works with children and families as part of its activities. These include photoshoots, training workshops, auditions and chaperoning duties.

The purpose of this policy statement is to protect children and young people who receive Carousel Management's services, including the children of adults who help us provide services.

This policy statement applies to anyone working on behalf of Carousel Management, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students. It provides the overarching principles that guide our approach to child protection.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection

In England, people working with children and young people have a duty to protect them, and are expected to report welfare concerns to the relevant agencies.

The [key guidance for child protection is Working together to safeguard children](#) (Department for Education, 2018). This states:

- Everyone who works with children has a responsibility for keeping them safe.
- Everyone who comes into contact with children and families has a role to play in sharing information and identifying concerns.

In addition, Section 11 of the [Children Act 2004](#) places a statutory duty on certain agencies to co-operate to safeguard and promote the welfare of children. This includes:

- local authorities
- NHS services and trusts
- police
- probation services and young offenders institutions

We believe that:

- children and young people should never experience abuse of any kind;
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of the child is paramount;
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation 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, listening to and respecting them;
- appointing a nominated child-protection/safeguarding lead and deputy lead;
- developing child protection and safeguarding policies and procedures which reflect best practice;
- 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;
- sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers

- recruiting staff and volunteers safely, ensuring all necessary checks are made;
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures;
- implementing a code of conduct for staff and volunteers;
- using our procedures to manage any allegations against staff and volunteers appropriately;
- ensuring that we have effective complaints and whistleblowing measures in place;
- 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;
- recording and storing information professionally and securely.

How to report concerns about a child's welfare:

If you think a child is in immediate danger, contact the police on 999. If you're worried about a child but they are not in immediate danger, you should share your concerns as described below:

- **Contact the NSPCC Helpline** on 0808 800 5000 or by emailing help@nspcc.org.uk. Trained professionals will talk through any concerns and give expert advice.
- **Contact the local child protection services.** Their contact details can be found on the website for the local authority the child lives in.
- **Contact the police.**
- Services will assess the risk of the situation and take action to protect the child as appropriate, either through statutory involvement or other support. This may include making a referral to the local authority.