



## **Gold Geese Safeguarding Policy**

### **The Purpose and Scope of this Policy Statement**

The purpose of this policy statement is:

- To protect children and young people who receive Gold Geese services from harm. This includes the children of adults who use our services
- To provide staff and volunteers, as well as children and their families, with the overarching principles that guide our approach to Child Protection.

This policy applies to anyone working on behalf of Gold Geese, including senior managers and the Board of Trustees, paid staff, volunteers, sessional workers, agency staff and students.

### **Legal Framework**

This policy has been based on the legislation, policy and guidance that seeks to protect children in England.

### **Supporting Documents**

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including:

- Role description for the Designated Safeguarding Lead
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Child Protection records, retention and storage
- Code of Conduct for staff and volunteers
- Photography and sharing images guidance
- Safer Recruitment
- Online Safety
- Managing complaints
- Whistleblowing
- Health and Safety
- Induction, training, supervision and support

### **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 practice in a way that protects them

### **We Recognise that:**

- 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 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 peoples welfare.

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

- Valuing, listening to and respecting them
- Appointing a Designated Safeguarding Lead for children and young people , a deputy and a lead trustee for Safeguarding
- Adopting a Child Protection and Safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Developing and implementing an effective online safety policy and related procedures
- Providing effective, management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behavior codes confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- Sharing information about safeguarding and good practice with children and their families via group work and one to one discussions
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our Safeguarding procedures to share concerns and relevant information with agencies who need to know and involve children, young people, parents, families and carers appropriately. We will refer any Safeguarding concerns to their local team.
- 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 deal effectively with any bullying that does arise
- Ensuring we have effective complaints and whistleblowing measures in place, nominate a Safeguarding Whistleblower.
- 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

- 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
- Refer any Safeguarding concerns to the local team.

## Contact Details

Safeguarding Whistleblower  
Lucy Lock  
07810 356510  
[lucylock34@googlemail.com](mailto:lucylock34@googlemail.com)

Nominated Designated Safeguarding Lead  
Name: Sally Bailey  
Email: [sally@goldgeese.org](mailto:sally@goldgeese.org)

Deputy Child Protection Lead  
Name: Katie Southgate  
Email: [hello@goldgeese.org](mailto:hello@goldgeese.org)

Southend MASH  
Children 01702 215007  
Adults [01702 215007](tel:01702215007)  
Out of hours [0345 606 1212](tel:03456061212)

Essex & Thurrock Team  
[0345 6037630](tel:03456037630)

NSPCC Helpline  
0808 800 500

Childline  
0800 1111

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