

Templar Arts & Leisure Centre (TALC)

Safeguarding Policy Statement

Templar Arts & Leisure Centre Trust is committed to the protection of children and regards the safeguarding and promoting of the interests and wellbeing of children as of paramount concern. We are also committed to the protection of vulnerable children from exploitative relationships.

We consider it the duty of all those employed or involved with the organisation to prevent the physical, sexual or emotional abuse or neglect of all children with whom they come into contact, including reporting any abuse discovered or suspected.

The purpose of this policy statement is:

- to protect children and young people under the age of 16 and young people between the ages of 16-18 from harm
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection

This policy applies to anyone working on behalf of Templar Arts & Leisure Centre Trust (TALC) including the board of trustees, paid staff, volunteers and sessional workers.

Legal framework

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

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 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

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, procedures and code of conduct for staff and volunteers
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made and training received
- 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, parents, staff & volunteers
- making sure that children, young people and their families know where to go for help if they have a concern
- sharing information about concerns with agencies who need to know and involving parents and children appropriately
- providing effective management for staff and volunteers through supervision, support and open communication
- 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 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
- 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