

Big Voice London child protection policy

This policy applies to all staff, volunteers, including Group Leaders, Project Coordinators, trustees, funders, supporters, students or anyone working on behalf of Big Voice London.

The purpose of this policy:

1. to protect children and young people who receive Big Voice London's services. This includes the children of adults who use our services; and
2. to provide volunteers and anyone working on behalf of Big Voice London with the overarching principles that guide our approach to child protection.

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

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989
- all children, 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
- 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 them, listening to and respecting them
- adopting child protection practices through procedures and a code of conduct for staff and volunteers
- developing and implementing an effective e-safety policy and related procedures
- providing effective support for volunteers through supervision and training
- recruiting volunteers safely, ensuring all necessary checks are made
- sharing information about child protection and good practice with children, parents, staff and volunteers
- sharing concerns with agencies who need to know, and involving parents and children appropriately.

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

The Management Board in conjunction with the Big Voice London Policy Sub Committee shall be responsible for monitoring the effectiveness of this procedure.

This policy will be reviewed every two years.

The next review is due to take place on or shortly after **19 March 2020**.