



ROCHESTER
BRIDGE TRUST

Safeguarding Policy

Context

The Rochester Bridge Trust is committed to ensuring its activities protect children from harm. Members, staff, freelancers and volunteers recognise and accept this responsibility. All children and young people, without exception, have the right to protection from abuse.

Objectives

The Trust endeavours to safeguard children and young people aged under 18 years of age by:

- Encouraging a culture in which children and young people are valued and their right to be safe is upheld.
- Establishing and following up-to-date Safeguarding and Safer Recruitment Procedures based on multi agency and government guidelines for the conduct of its work and for recruitment and selection of staff and volunteers.
- Adopting child protection guidelines through a code of conduct for staff and volunteers.
- Using risk assessment, to create a safe environment in which children feel comfortable and secure while engaged in activities and events.
- Working together with other organisations that have a responsibility to safeguard and protect children and young people.
- Providing effective management for appropriate staff and volunteers through supervision, support and training.

This policy demonstrates the Trust's commitment to ensure that children with whom it works remain safe and protected. This Policy will be reviewed triennially by the Court of Wardens and Assistants or more frequently if circumstances require. The Designated Safeguarding Officer is responsible for monitoring and reporting compliance with this Policy.

Strategy

Each Member, member of staff, freelancer and all volunteers will be given a copy of this policy and the supporting procedures if they are to participate in any event involving young people. This will be provided to them when they join and following any update. A copy of this Policy is available on the Trust's website at www.rbt.org.uk. The Policy and Procedures are available to Members via the Members' Portal.

Everyone who works or volunteers for the Rochester Bridge Trust has a duty to safeguard and promote children and young people's welfare alongside a duty to recognise, respond and share concerns or worries about possible abuse and harm in a timely fashion. Everyone who works or volunteers for the Rochester Bridge Trust will

be supported to make decisions as to how to proceed in a way that is in the best interests and safety of the child or young person.

Members, staff, freelancers and volunteers are rarely in any unsupervised contact with children and young people. All Members of the Education Grants and Archives (EGA) and Bridge Committees are subject to a basic DBS check. All relevant staff, freelancers and regular volunteers who contribute to events for young people must become STEM Ambassadors which includes a DBS check and basic safeguarding training. All relevant staff, freelancers and volunteers will be recruited in accordance with the safer recruitment procedures. The Designated and Deputy Designated Safeguarding Officers undertake advanced safeguarding and safer recruitment training. All relevant staff, freelancers and volunteers undertake basic safeguarding training and annual briefings are given by the Designated Safeguarding Officer covering any changes made to national guidance each September.

The Safeguarding Procedures set out the requirements for all staff, freelancers and volunteers to ensure that they are clear about their role, responsibility and expectations to ensure that children and young people are protected from harm. The Procedures include:

1. responding to a safeguarding or child protection concern;
2. responding to a safeguarding allegation against a staff member or volunteer;
3. Public Interest Disclosure (whistleblowing);
4. communicating safeguarding and child protection responsibilities and compliance measures;
5. photographs, communication, online safety and social media applications;
6. carrying out activity and event risk assessments; and
7. safer recruitment of staff, freelancers and volunteers.

Failure by a Member, member of staff, freelancer or volunteer to follow this Policy and/or the Procedures could place children at risk of harm. For staff this may result in disciplinary action.

Designated Safeguarding Officer:

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Deputy Designated Safeguarding Officer:

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Related Policies and Procedures

Safeguarding and Safer Recruitment Procedures

Safeguarding Code of Conduct and Self Declaration

Public Interest Disclosure Policy