



# Safeguarding and Child Protection Policy

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## Version History

<b>Versi on</b>	<b>Date</b>	<b>Amended by</b>	<b>Distribution</b>	<b>Comments</b>
0.1	23/3/21	Francis Katamba	Anni Rhodes-Steere, copying Tony de Vizio and Ranjan Bistra.	Initial draft based on NSPCC guidance. <sup>1</sup>
0.2	17/7/23	Akbar Khan	Ann Rhodes-Steere, Trustees	

## Document Control

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<b>Review by</b>	16 July 2024
<b>Distribution</b>	All H2H staff, trustees and volunteers

## 1. Introduction

1.1. H2H is a registered charity dedicated to the Special Needs' Community. We are passionate about making theatre accessible to all and understand that families who have a child with a disability face many barriers.

1.2. We are dedicated to safeguarding the welfare of both children and vulnerable people who use our services (“**our young people**”). We will work hard to protect them from neglect and physical, sexual or emotional harm.

1.3. Our staff, volunteers and trustees will, at all times, show respect for and understanding of the rights, safety and welfare of our young people, and conduct themselves in a way that reflects the principles of H2H.

## 2. Purpose

2.1 The purpose of this policy statement is:

- to protect children, young people and vulnerable adults who receive H2H's services from harm. This includes the children of adults who use our services; and
- 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 H2H, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

## 3. Legal framework

3.1 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 is available from [nspcc.org.uk/learning](https://www.nspcc.org.uk/learning).

## **4. Supporting documents**

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

- Role description for the designated safeguarding officer
- Grievance procedure
- Data Privacy and Protection
- Equality, Diversity & Inclusion
- Online Safeguarding
- Health & Safety
- Lone Working
- Child Protection Photography

## **5. 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.

## **6. 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, ethnicity, 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.

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

- Valuing, listening to and respecting them.

- Appointing a nominated child protection lead for our young people, and a lead trustee for safeguarding.
- Adopting 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 behaviour 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 our Data Privacy and Protection Policy.
- Sharing information about safeguarding and good practice with children and their families via leaflets, posters, 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.

## 8. Contact details

### **Nominated child protection and safeguarding lead:**

**Contact:** Kat Pond – [office-assistant@h2hsensorytheatre.com](mailto:office-assistant@h2hsensorytheatre.com)

### **Trustee lead for child protection and safeguarding:**

**Name:** Akbar Khan / 01372 278021

**NSPCC Helpline:** 0808 800 5000

## 9. Review

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