

Last updated: 10 February 2020

Safeguarding Policy

Purpose of this Policy Statement:

Bright Immersive Ltd is committed to creating a safe learning environment in which young people participating in our workshops are protected from abuse, harm and radicalisation.

This policy is designed to:

- To protect from harm children and young and vulnerable people who receive Bright Immersive Ltd's services. This includes the children of adults who use our services.
- Provide Bright Immersive staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.
- Set out how Bright Immersive Ltd will support school's statutory duty under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and help them to achieve good outcomes.

This policy applies to anyone working on behalf of Bright Immersive Ltd, including directors, paid staff, volunteers and students.

Supporting Documents

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

- Privacy Policy

Legal framework

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.

We believe that:

- Children, young people and vulnerable members of society should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children, young people and vulnerable members of society, to keep them safe and to practise in a way that protects them

We recognise that:

- The welfare of children and vulnerable people 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, vulnerable people, their parents, carers and other agencies is essential in promoting everyone's welfare.
- All Bright Immersive staff have a responsibility to identify any welfare concerns and, in partnership with other organisations, and take appropriate action to address them.
- Bright Immersive staff should report any safeguarding concerns to the client's designated safeguarding lead.

We will 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
- 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
- Verifying that all staff working for Bright Immersive in contact with young or vulnerable people conform to all of the necessary checks, possess valid DBS approval and have the right to work in the United Kingdom.
- Supporting client's safeguarding requirements to ensure compliance with their policies and procedures, such as enhanced vetting.
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner's Office: ico.org.uk/for-organisations] (See our Privacy Policy for more).
- Making sure that children, young people and their families know where to go for help if they have a concern
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know
- Creating and maintaining an anti-bullying environment
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical learning 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.

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

Signed: Ben Wilson
Managing Director of Bright Immersive Ltd

Next review **10 Feb 2021**.