Safeguarding Policy

The trustees of BiG KIDS are committed to:

- Promoting a safe working environment and culture.
- Safely recruiting and supporting all those with any link to children, young people and vulnerable adults within the organisation as outlined in our Safe Recruitment Policy.
- Responding promptly to every safeguarding concern or allegation and reporting to relevant safeguarding representatives (different in each school or church venue) as well as our own Safeguarding Officer on safeguarding@bigkids.org.uk
- Responding to those that may pose a present risk to others, for example having adequate security in place at each venue.
- Acting in a pastorally sensitive manner to ongoing and historical allegations or concerns.
- Electing a Safeguarding Officer (Margaret Morrell) to work with the trustees and staff to implement policy and procedures.
- Safely recruiting, training and supporting all those with any responsibility for children, young people and adults, to have the confidence and skills to recognise and respond to abuse (please read the Safeguarding information on the Church of England website (2. Definitions | The Church of England)
- Ensuring that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the charity
- Displaying on the charity website, the details of who to contact if there are safeguarding concerns or support needs and share this with partnering organisations. https://bigkids.org.uk/ (bottom of page)
- Ensure that health and safety policy, risk assessments and procedures are in place and that these are reviewed annually (these will vary depending on school/church location)
- Review the implementation of the Safeguarding Policy, practices and other policies at least annually.
- Seek, file and implement the required Safeguarding policies of each church/school/venue where BiG KIDS work will take place.

All staff and volunteers of BiG KIDS will:

- Have undergone *relevant* safeguarding training either via church or school and understand that safeguarding is everyone's responsibility.
- Adhere to the Safeguarding policy of each church/school/venue where BiG KIDS work takes place, including having the relevant DBS check in place, if applicable, before commencing work with BiG KIDS.
- All those with any responsibility for children, young people and adults will read the signs of abuse to have the confidence and skills to recognise and respond to abuse (please read the Safeguarding information on the Church of England website (2. Definitions | The Church of England)
- Know the procedure of how to report safeguarding concerns or support needs (safeguarding@bigkids.org.uk) even if this is unrelated to BiG KIDS work
- Create a safe and caring place for all.
- Listen to and take seriously all those who disclose abuse.
- Record any disclosures in exact words used, not ask any leading questions or promise that you can keep anything secret.
- Only designated staff may take photographs or videos of any event/young people. Photographs will only be taken of those children from whom we have written consent from a parent or guardian.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, including notifying the BiG KIDS Safeguarding Officer (safeguarding@bigkids.org.uk) in the first instance and if you require any further support visit the following websites for information Tees Safeguarding Children Partnerships (children) or Teeswide Safeguarding Adults Board (adults). If the concern is regarding the Safeguarding Officer then please email the Chair of Trustees (trustees@bigkids.org.uk) to report.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the BiG KIDS community (staff/volunteer/helper) who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.

Each person who works with BiG KIDS will agree to abide by this policy and the guidelines established by this charity.