



First Coding Ltd - Safeguarding Policy Statement

The Purpose and scope of this policy statement

First Coding is a limited company, providing creative activities, courses, and skills to children and young people. Its aim is to instill confidence in young people while helping them learn key skills that will support them in further education, training, and employment.

The purpose of this policy statement is:

- To protect children and young people who receive First Coding's services from harm. This includes the children of adults who use our services.
- 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.

Applicability: This policy applies to anyone working on behalf of First Coding, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal Framework

This policy has been drawn up on the basis of legislation, police 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).

Supporting Documents

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

- Role and description for the designated safeguarding officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Child protection records retention and storage
- Code of conduct for staff and volunteers
- Online Teaching Safeguarding Policy
- Behaviour codes for children and young people
- Photography and sharing images guidance
- Safer recruitment
- Online Safety
- Anti-bullying
- Managing complaints
- Whistleblowing

- Health and Safety
- Induction, training supervision and support
- Adult-to-child supervision ratios

Principles and Beliefs:

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

Recognition:

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, 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.

Actions to keep children and young people safe by:

- We will seek to keep children and young people safe by:
- Valuing, listening to, and respecting them.
- Adopting child protection and safeguarding best practices 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 guidance.
- 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.
- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know and involve children, young people, parents, families, and carers appropriately.

- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistleblowing 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.

Contact Details

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NSPCC Helpline

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

This policy was last reviewed on: 05/08/24

Signed: J Whitworth

Date: 05/08/24