



Fit 4 Future Group

Safeguarding Children Policy

Last Review: April 2020

Next Review: April 2021

Fit 4 Future Foundation - Charity Number: 1168854
Fit 4 Future Group - Company Number: 12563227

Safeguarding Children Policy

For Fit 4 Future Foundation & Fit 4 Future Group & Fit 4 Future Group

1. Fit 4 Future Foundation & Fit 4 Future Group acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is committed to working to provide a safe environment for all members. A child or young person is anyone under the age of 18 engaged in any Fit 4 Future Foundation & Fit 4 Future Group activity.

2. The key principles of our Safeguarding Children Policy are that:

- The child's welfare is, and must always be, the paramount consideration.
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- We acknowledge that every child or young person who plays or participates in any Fit 4 Future Foundation & Fit 4 Future Group activity should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. We recognise that this is the responsibility of every member of staff representing Fit 4 Future Foundation & Fit 4 Future Group.

3. Fit 4 Future Foundation & Fit 4 Future Group has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that our regulations apply to everyone within the Fit 4 Future Foundation & Fit 4 Future Group setup whether in a paid or voluntary capacity.

4. We endorse and adopt The Charity Commission's guidelines for recruiting volunteers and paid staff and we will:

- Develop a role profile
- Request identification documents
- As a minimum meet and chat with the applicant(s) and where possible conduct interviews before appointing
- Request and follow up with 2 references before appointing

- Require a CRB Unit Enhanced Disclosure. We aim to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within any Fit 4 Future Foundation & Fit 4 Future Group activity.

5. Fit 4 Future Foundation supports The Charity Commission Whistle blowing Policy*. Any adult or young person with concerns about a Fit 4 Future Foundation & Fit 4 Future Group representative can 'whistle blow' by contacting The Charity Commission Whistle blowing Team by email: **whistleblowing@charitycommission.gsi.gov.uk** or alternatively by going direct to the Police, Children's Services or the NSPCC. Fit 4 Future Foundation & Fit 4 Future Group encourages everyone to know about it and utilise it if necessary.

6. Bullying of any kind is not acceptable within any of our activities. If bullying does occur, all children or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the relevant Fit 4 Future Foundation & Fit 4 Future Group Safeguarding Officer.

7. Reporting your concerns about the welfare of a child or young person Safeguarding is everyone's responsibility. If you are worried about a child it is important that you report your concerns – no action is not an option.

i. If you are worried about a child then you need to report your concerns to the Fit 4 Future Foundation & Fit 4 Future Group Safeguarding Officer.

ii. If the issue is one of poor practice they will either: - deal with the matter themselves or - seek advice from Charity Commission

iii. If the concern is more serious – possible child abuse they will where possible contact the Police or Children's Services. iv. If the child needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern.

8. Further advice on Safeguarding Children matters can be obtained from:

- <https://www.gov.uk/government/publications/safeguarding-children-and-young-people>

- The Charity Commission line 03000 66 9197
