

This policy was updated and approved by the trustees of the Charity on 13 November 2019, and for each subsequent calendar year it should be reviewed and updated by the year end. The previous version was approved on 16 August 2018.

This policy is informed by guidance from the Charity Commission and by a model policy published by the NSPCC which takes into account legal requirements and government 'best practice' guidance.

Below, 'organisation' and 'we' refer to Number Champions.

The trustees recognise their duty to take reasonable steps to protect those connected with the organisation from harm. Currently we have no staff, and our duty is predominantly towards volunteers and the children with whom they work.

We note that Number Champions is currently small and cannot maintain a complex structure of policies and procedures or extensive separation of duties. We consider that despite this the risk in safeguarding is relatively low, as (i) our volunteers are mature adults for whom we take references, (ii) we allow contact with children only on schools' premises where the schools' own safeguarding processes will apply (iii) only our in-school volunteers are alone with children in their role and our agreement with schools requires them to ensure there is a DBS (Disclosures and Barring Service) check for each of our in-school volunteers and (iv) we make explicit in this policy the obligation to whistleblow outside Number Champions in certain circumstances. As the organisation develops, we intend to implement a fuller set of policies and procedures if risks become more complex.

In particular, it is our intention to recruit a volunteer who is experienced in safeguarding to act as the Designated Safeguarding Officer (DSO) of Number Champions. In the short term, the Number Champions chair will perform this role.

This policy applies to all trustees and volunteers, and to any future staff or anyone temporarily working with the organisation, for example as an intern, or to anyone who is on the premises of or at an event arranged by the organisation. These are referred to collectively below as 'personnel'. All personnel should be given this policy on joining the organisation and should signify in writing that they have read and understand it. Each update of the policy should be circulated to all personnel with a note on material changes.

The purpose of this policy is:

- To protect children with whom Number Champions comes into contact. 'Children' should be interpreted as including all young people.
- To provide our personnel with the overarching principles that guide our approach to safeguarding and child protection.
- To define principles which can inform our approach to safeguarding our own personnel.

We believe that a child should never experience abuse of any kind. We have a responsibility to promote the welfare of all children with whom we come into contact, and to keep them safe. We are committed to practice in a way which protects them.

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989;
- every child is of equal importance, regardless of age, disability, race, religion or belief, sex or sexual orientation, or gender reassignment;
- 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, their parents, carers, schools, and other agencies is essential in promoting young people's welfare. We note that Number Champions will generally not have direct contact with parents, guardians, and carers.

We will seek to keep children safe by:

- implementing an operating model whereby all contact between our personnel with children on behalf of Number Champions takes place only on the premises of schools with which we work, and is subject to the school's safeguarding policies and procedures;
- requiring recruitment of all personnel to involve checking identities and taking references, and by requiring schools to make DBS checks;
- giving safeguarding training when personnel join and periodically thereafter;
- training our personnel to value, respect, and listen to children, to take their concerns seriously, to look out for signs that there may be problems, and fully to understand and comply with the safeguarding policy of schools with which they work;
- requiring our personnel to raise any concerns about a child promptly both with the DSO of the school and with the DSO of Number Champions. The latter will liaise with the school and assist in maintaining due process, including where there are allegations against one of our personnel;
- emphasising that it is the duty of personnel to report concerns rather than to investigate them themselves;
- training personnel not to put themselves in a position where they may come under suspicion in being with a child. For example, they should always be somewhere they can be observed by others, they should not touch a child, and they should not contact the child outside the school. Similarly, personnel should not use electronic devices capable of displaying images while with children;
- encouraging personnel, should they have concerns about safeguarding activities of Number Champions itself, to attempt to resolve these within the organisation and, should this be unsuccessful, to whistleblow to a school they work with, to the NSPCC, or to another agency;
- maintaining good communication between personnel and encouraging sharing of information and advice on safeguarding issues,
- when we implement quality assurance observations of volunteer sessions, including safeguarding in the evaluation;
- maintaining full records of all incidents and allegations associated with safeguarding issues.

We will also be aware of health and safety issues such as the possibility of children having allergies or other medical conditions. We will ask schools to inform us of such issues in the form which they give us for each child we work with and give the in-school volunteer a copy of the form. As nut allergies are a relatively common form of allergy, we will require our personnel not to take nuts into any school.

We understand that under the Safeguarding Vulnerable Groups Act (2006) Number Champions is a 'regulated activity provider' as it provides unsupervised instruction of children. The Act requires that (i) where we have reasonable belief that one of our personnel has harmed or poses a risk of harm to a child, and (ii) we remove them from contact with children, we have a statutory duty to refer this to the Disclosures and Barring Service and to send an incident report to the Charity Commission. Where we have reasonable evidence that a crime may have been committed we should also inform the police and other agencies.

We understand that Number Champions is not a 'specified authority' under the Counter-Terrorism and Security Act 2015, and therefore it does not have a specific obligation to have 'due regard to the need to prevent people from being drawn into terrorism'. (The 'Prevent duty') Nevertheless, personnel should be aware of the risk of children being drawn into terrorism and should report relevant incidents or suspicions.

Contact details

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Safeguarding Policy acceptance return

Policy dated 13 November 2019

As a volunteer or employee of Number Champions or as a person involved with Number Champions in some other capacity, I confirm that I have read and understood this policy and am bound by it.

Name

Signature

Date