

PROTECTION AND SAFEGUARDING POLICY

ACTIVITEA CIC (T/A Art Ninja HQ and Ninja-Swim) Company Number 11644690. Director: (Jacqueline) Mia Monroe



01/01/2021

ACTIVITEA CIC trades as Art Ninja HQ and Ninja-Swim. CIC stands for Community Interest Company, a not for profit business whose profits are fed back into providing programmes which benefit all society.

Art Ninja HQ provides art, cultural and creative enrichment activities for adults, children and young people to address the needs of the community and provide support for creative expression for health, wellness and socialisation.

Ninja-Swim provides swimming lessons for children and adults in small classes and with exceptional swimming teachers. Following a programme devised over 30 years by Kenneth Carstairs, our Head Coach at Ninja-Swim, it is our priority to ensure all our swimmers are taught in this way for the swimmer to progress quickly and learn to respect the water.

ACTIVITEA CIC are committed to ensuring safe environments for adults, children and young people and believe that it is always unacceptable for anyone attending our programme to experience abuse of any kind. We recognise our responsibility to safeguard the welfare of any person actively involved in our programme of creative activities, adults, children and young people, by a commitment to recommend best practice which protects them.

This policy applies to our paid staff, volunteers, students, associates or anyone working on behalf of ACTIVITEA CIC. We recognise that:

- The welfare of the attendee is paramount.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting people's welfare.

The purpose of the policy:

To provide protection for the attendees who participate in our activities.

To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect an adult, child or young person may be experiencing abuse or harm, or be at risk of harm.

ACTIVITEA CIC will seek to safeguard vulnerable adults, children and young people by:

- Valuing them, listening to and respecting them.
- Adopting child protection guidelines through procedures and safe working practice for staff and volunteers
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Sharing information about child protection and safe working practice with children, parents, staff and volunteers.
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately.
- Providing effective management for staff and volunteers through supervision, support and training.

ACTIVITEA CIC will review this policy each year in line with Safe Network guidance or sooner in light of any changes in legislation or guidance. All changes will be immediately communicated to our staff, volunteers and members who are involved with our activities.