

SAFEGUARDING POLICY STATEMENT



Speakers for Schools acknowledges the duty of care to safeguard and promote the welfare of young people and is committed to ensuring safeguarding practise reflects statutory responsibilities, government guidance, and complies with best practice and Charity Commission requirements.

The policy recognises that the welfare and interests of young people are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children:

- Have a positive and enjoyable experience of a school talk organised by Speakers for Schools in a safe and child-centred environment.
- Are protected from abuse whilst participating in activities organised by Speakers for Schools, primarily assembly-style talks and work experience.

Speakers for Schools acknowledges that some children, including disabled young people or those from ethnic minority communities, can be particularly vulnerable to abuse. We accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy, Speakers for Schools will:

- Promote and prioritise the safety and wellbeing of young people.
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to young people.

- Ensure appropriate action is taken in the event of incidents/concerns of abuse and support is provided to the individual(s) who raise or disclose the concern.
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.
- Prevent the employment/deployment of unsuitable individuals.
- Ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Speakers for Schools. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed by the charity and the Trustees annually, or in the following circumstances:

- Changes in legislation or government guidance.
- As required by the Local Safeguarding Children Board, LADO, or the Charity Commission.
- As a result of any other significant change or event.

