



HR20 - Safeguarding Children POLICY

Last Review Date:	February 2023
Adopted by Board:	June 2019
Next Review Date:	February 2025
Minor Changes Date:	February 2023

Safeguarding Children

Age UK Birmingham and Age UK Sandwell primarily deal with people aged 50 and over. However there may be circumstances where wider family and in particular children may be involved.

Age UK Birmingham and Age UK Sandwell acknowledge the duty of care to safeguard and promote the welfare of children and are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice, including Working Together to Safeguard Children (2018) (as updated in 2022).

The policy recognizes that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children

Age UK Birmingham and Age UK Sandwell acknowledge that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Age UK Birmingham and Age UK Sandwell will:

- promote and prioritise the safety and wellbeing of children and 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 children and young people,
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support 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 any individual who may pose a risk to children,
- ensure robust safeguarding arrangements and procedures are in operation.

Responsibility

The policy is applicable to everyone involved in Age UK Birmingham and Age UK Sandwell.

Responsibility for implementation and review of this policy resides first and foremost with the Board of Trustees.

The day-to-day operation of the policy is delegated to the CEO.

All staff must adhere to this policy. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in disciplinary action, up to and including dismissal, being taken.

Recording and Monitoring

The policy will be reviewed a year after development and then every two years, or in the following circumstances:

- changes in legislation and/or government guidance,
- as a result of any other significant change or event.