



Bromley Youth Music Trust

Safeguarding Policy

**September 2018 Edition
Updated April 2019**

Bromley Youth Music Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Bromley Youth Music Trust is committed to valuing and celebrating diversity and promoting equality of opportunity for all its staff and students. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our community to model this in their behaviour and relationships.

Supported using public funding by



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1 Introduction

Bromley Youth Music Trust is committed to ensuring its activities take place within a safe and secure environment for children, staff and visitors. We also seek to promote a climate where children and adults will feel confident about sharing concerns which they may have about their own safety or the well-being of others.

2 Policy Aims

The aims of the policy are to

- Establish a culture of vigilance and awareness about child protection issues amongst staff, parents and pupils
- Ensure everyone associated with BYMT observes statutory requirements in respect of safeguarding and that they safeguard the welfare and well-being of all pupils in all settings.
- Ensure BYMT staff are developing their professional practice in their awareness of key issues and that they are adopting working practices, behaviours and attitudes that support and promote children's safety and wellbeing.
- Support a culture of safeguarding, building resilience and a collective responsibility for the safety and wellbeing of others in which it is recognised that safeguarding is 'everyone's responsibility'
- Promote a culture of trust amongst pupils, parents and carers, partners and stakeholders through setting out our procedures to identify and support children at risk and to respond to concerns and disclosures
- Work constructively with partner agencies to ensure timely and appropriate support for vulnerable children and their families
- Ensure the use of safer recruitment practices as a means to deter and prevent unsafe adults from abusing positions of trust.

Legal framework

This policy draws upon the principles of the *Every Child Matters* agenda

- Children Acts (1989 and 2004)
- S175/157 of the 2002 Education Act
- The Education & Inspections Act 2006
- The Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009
- The guidance contained in *Working Together to Safeguard Children* (DfE, 2018) and *Keeping Children Safe in Education* (Sept 2018)
- As well as procedures and protocols adopted by Bromley Safeguarding Children Board.

At the start of each academic year, and/ or on appointment, all members of staff are required to sign a Safeguarding Declaration Form which states that they have read, understood and agree to comply with BYMT code of conduct, and Keeping Children Safe in Education (Part One), as well as the associated safeguarding policies