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Safeguarding Young People Policy

Norfolk LGBT+ Project fully recognises its responsibilities for child protection.

Our policy applies to all staff and volunteers working with Norfolk LGBT+ Project. There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with young people.
- Raising awareness of child protection issues and equipping young people with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting young people who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which young people can learn and develop.

We recognise that because of the working practices of BLAH LGBT+ Youth Project, volunteers youth support workers are well placed to observe the outward signs of abuse. Norfolk LGBT+ Project will therefore:

- Establish and maintain an environment where young people feel secure, are encouraged to talk, and are listened to.
- Ensure young people know that there are adults in BLAH sessions that they can approach if they are worried.
- Include opportunities in the group work curriculum for young people to develop the skills they need to recognise and stay safe from abuse.

We will:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.

- Ensure every member of staff (including all volunteers and committee members) knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters.
- Keep written records of concerns about young people, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that young people who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. BLAH LGBT+ Youth Groups may be the only stable, secure and predictable element in the lives of young people at risk. When at BLAH LGBT+ Youth Groups their behaviour may be challenging and defiant or they may be withdrawn. Norfolk LGBT+ Project will endeavour to support the young person through:

- The content of the youth work curriculum.
- The shared ethos which promotes a positive, supportive and secure environment and gives young people a sense of being valued.
- The BLAH LGBT+ Youth Project ground rules which are aimed at supporting vulnerable pupils in the Project. BLAH LGBT+ Youth Project will ensure that the young person knows that some behaviour is unacceptable but they are valued and not to be blamed for any incident which has occurred.
- Liaison with other agencies that support the young person such as social services, Child and Adult Mental Health Service, Children's Services and other relevant services.

The Designated Young People Protection Officers are: **Fiona Liew-Bedford and Travis Britton.**