

SAFEGUARDING CHILDREN, YOUNG ADULTS POLICY

Purpose

This policy applies to all permanent and temporary team members, including senior managers working on behalf of the Company. The purpose of this policy is:

- To protect children, young people and vulnerable adults using the Company's services. This includes children of adults that use our services;
- To ensure that team members are clear about their role and responsibilities in regards to the safety, wellbeing, and enjoyment of visitors, particularly children, young people and vulnerable adults.

We recognise that the welfare of all children and young adults is paramount and that all children and young people; regardless of ability or culture, have equal rights of protection. We have a duty of care for all our guests visiting our attractions and we will do everything we can to provide a safe and caring environment.

Whilst the primary responsibility for the welfare of the children, young people and vulnerable adults in their care rests with the Group Leader/Supervising Adult at all times, our representatives will communicate any concerns to the Group Leader/Supervising Adult in accordance with the procedure, unless that person is the source of concern. If appropriate the Company representatives will follow this concern up.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- Human Rights Act 1998
- Children's Act 2004
- Every Child Matters: Change for Children 2006
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- SEND Code of Practice: 0-25 years 2014

This policy should be read alongside our other Company policies and procedures.

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989.

- All children and young adults, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse.
- Some children and young adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young adults safe by:

- Valuing them, listening and respecting them.
- Appointing a lead board member for safeguarding.
- Adopting child and young adult protection and safeguarding practices through procedures and a code of conduct for team members.
- Providing effective management for team members through supervision, support, training, and quality assurance measures.
- Recruiting team members safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely in relation to individual and group medical, social, personal, religious and dietary requirements.
- Using our procedures to manage any allegations against team members appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have an effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe working environment for our children, young people and team members, by applying health and safety measures in accordance with the law and regulatory guidance.
- Regularly reviewing risk assessments for all onsite and offsite activities and events.
- Ensuring all team members consistently promote and encourage the inclusion of all participants regardless of age, gender, disability, racial heritage, religious beliefs, sexual orientation or identity.
- Guiding and supporting Group Leaders with any enquiries or concerns regarding the safety and wellbeing of any children, young people or vulnerable adults in their care.
- Reporting any concerns about the conduct of the Group Leader/Supervising Adult are reported directly to the group's organisation and/or the police as appropriate.
- Ensuring all suspicions or allegations of abuse will be investigated and deal with appropriately and quickly, referring to and reporting to the appropriate agencies.

Contact details

The responsibility of managing the safeguarding of children can be both demanding and challenging, and therefore must be appointed at managerial level to personnel who are available when we are operational.

Our Group Lead for child and young adult protection is:

Name: Dorothy Stubbs (People Director)
 Contact details: Continuum Group, St Edmunds House, Margaret Street, York, YO10 4UX
 Email dstubbs@continuumattractions.com / Telephone 01904 527703

Their role is to oversee and ensure that our policy is fully implemented and that we maintain the highest standards. These standards will be made available by different methods of communication. Our deputy is available to support or cover for the nominated lead. They will also handle any complaints or allegations against the nominated lead if appropriate.

We are committed to reviewing our policy and good practice annually. This policy was last reviewed on:

Date: 20/10/2022

Signed: Chelsea Davis, Group People Partner