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## Safeguarding Policy Notice

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Safeguarding is at the heart of Thriving Through Recreation.

Our safeguarding policy aims to protect children and young people who receive Thriving Through Recreation grant funding from harm and to provide staff and volunteers, as well as children, young people, and their families, with the overarching principles that guide our approach to child protection and safeguarding.

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### 1. Who is our Safeguarding Policy For?

Our policy applies to anyone working on behalf of Thriving Through Recreation, including senior managers and the board of Trustees, paid staff, volunteers, sessional workers, agency staff and students.

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### 2. Safeguarding Principles

#### **We believe that:**

- Children and Young People should never experience abuse of any kind.
- We are responsible for promoting the welfare of all children and young people, keeping them safe and practising in a way that protects them.

#### **We recognise that:**

- The welfare of children is paramount in all the work we do and all the decisions we take.

- Working in partnership with children, young people, their parents and carers, and other agencies is essential in promoting children and young people's welfare.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

**We refer to the following guidance to ensure the safeguarding of all:**

- Safeguarding children and young people who come from Black, Asian and minority ethnic communities.
- Safeguarding d/Deaf and disabled children and young people.
- Safeguarding LGBTQIA+ children and young people.
- Safeguarding children with special educational needs and disabilities (SEND).

**We will seek to keep children and young people safe by:**

- Valuing, listening to and respecting them.
- Appointing a nominated child protection lead for children and young people, as well as a deputy and a lead trustee for safeguarding.
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- Developing and implementing effective online safety procedures within our best practice guidelines.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that

all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently. A recommended provider will provide relevant training.

- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made, including DBS.
  - Recording, storing and using information professionally and securely, in line with data protection legislation and guidance. Information about this is available from the Information Commissioner's Office: [ico.org.uk](http://ico.org.uk).
  - Providing information about ensuring that children, young people and their families know where to go for help if they have a concern.
  - We use our safeguarding and child protection procedures to share concerns and relevant information with agencies on a need-to-know basis and involve children, young people, parents, families, and carers appropriately.
  - Using our procedures to appropriately manage any allegations against Thriving Through Recreation staff and volunteers.
  - 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 effective complaints and whistleblowing measures in place.
  - Ensuring that we provide a safe virtual and physical environment for staff and volunteers.
  - Applying health and safety measures following the law and regulatory guidance.
  - Building a safeguarding culture where staff and volunteers, children, young people and their families treat each other respectfully and are comfortable sharing concerns.
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### **3. Expectations of Work by Referring Professionals and Activity Providers**

We take safeguarding very seriously, so we expect all Referring Professionals and Activity Providers to have robust safeguarding principles and best practices governing their support of children, young people, and young adults at risk.

Referring Professionals must work within a clearly defined safeguarding framework provided by their employer. Their support to the families they refer to Thriving Through Recreation must reflect their employer's safeguarding best practices, particularly regarding the child or young person's selection of an activity and the safeguarding environment of the activity provider.

Thriving Through Recreation will verify the safeguarding credentials of the Activity Provider and ascertain that the Referring Professional has considered that the environment provided by the Activity Provider will protect the child or young person from harm.

We expect all Activity Providers working with the children and young people awarded our grants to have an up-to-date Safeguarding Policy. Thriving Through Recreation will be able to review this policy and its procedures and practices before any grant funding is confirmed. Thriving Through Recreation will record this as provided and checked.

All Referring Professionals and Activity Providers can access our Safeguarding Policy Notice on our website or request our full policy using the relevant contacts within this policy notice.

## 4. Welfare Team

Please contact our Designated Safeguarding Lead for further details or request a copy of our full safeguarding policy and procedures documents.

If you have any safeguarding concerns, please get in touch with our Designated Safeguarding Lead.

Our Designated Safeguarding Lead:

Imogen Loxam  
imogen@thrivingthroughrecreation.co.uk

Our Safeguarding Trustee Lead and Deputy:

Lead – Jane Spencer  
Deputy – Jenny McGoldrick  
safeguarding@thrivingthroughrecreation.co.uk

## 5. Version Control – Approval and Review

Version No	Approved By	Approval Date	Main Changes	Review Period
1.0	Board	September 2025		Annually