

CHILD PROTECTION AND SAFEGUARDING POLICY 2025

Zengage Community Interest Company fully recognises its responsibilities for child protection. Our policy applies to all staff and volunteers working within the group. There are six main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children and young people.
- Zengage CIC staff and volunteers will be checked and will hold valid and up to date Disclosure and Barring Service (DBS) certificates.
- Raising awareness of child protection issues and equipping children and young people with the skills needed to keep them safe.
- Developing and implementing procedures for identifying and reporting cases, or suspected cases of abuse.
- Supporting children undertaking work with us who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children and young people can learn and develop.

We recognise that Zengage C.I.C staff are well placed to observe the outward signs of abuse. The company will therefore:

- Establish and maintain an environment where children and young people feel secure, are encouraged to talk, and are listened to.
- Ensure children and young people know that there are staff members whom they can approach if they are worried.
- Include opportunities within work undertaken for children and young people to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the Department of Education to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role. Or are able to point children and young people to support groups and adults who are equipped for this role
- Ensure every member of staff (including temporary volunteers) 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.
- Notify social services if there is signs or concerns with students who are on the child protection register.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children and 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 children and 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. The drama group may be the only stable, secure and predictable element in the lives of children and young people at risk. When working with 2engage CIC their behaviour may be challenging and defiant or they may be withdrawn. 2engage CIC will endeavour to support the young person through:

- The content of the performance and workshops.
- The groups ethos which promotes a positive, supportive and secure environment and gives young people a sense of being valued.
- The drama group behaviour policy that is aimed at supporting vulnerable young people. 2engage CIC will ensure that the young person knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the young person such as social services, Child and Adult Mental Health Service, education welfare service and educational psychology service.

Other information:

Last Reviewed: July 2025
Review Due: July 2026

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Signed:

