

# Bespoke Mentoring Safeguarding Policy

Updated May 2018

BESPOKE MENTORING AND COACHING works to:

- Safeguard the welfare of the children we work with by protecting them from physical, sexual and emotional harm.
- Support the creation of an environment where young people are listened to and are encouraged to talk about themselves, their lives, and any concerns they may have.

BESPOKE MENTORING AND COACHING STAFF will seek to safeguard children and young people by:

- Valuing them, listening to and respecting them.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Sharing generic information about child protection and good practice with children, parents, staff and volunteers.
- Sharing information about specific concerns with agencies who need to know and involving parents and children appropriately.
- Providing effective management for staff and volunteers through supervision, support and open communication.

BESPOKE MENTORING AND COACHING STAFF recognise that children, young people and vulnerable adults may suffer abuse in different ways:

Physical abuse, sexual abuse, emotional abuse and neglect.

Any purposeful acts of violence.

The exploitation of authority or power to involve a child in sexual gratification.

Emotional ill-treatment or rejection affecting emotional or behavioural development.

Failure to provide a child with basic needs including access to adequate food, health care education or supervision.

Staff and volunteers will be on guard to spot the signs and symptoms of abuse that can include:

- Physical signs such as changes in appearance, injuries and marks, and
- Changes to a child's behaviour.

BESPOKE MENTORING AND COACHING STAFF will respond to suspicions or allegations of abuse by:

Following any low risk disclosure or initial concern of abuse:

- Staff/volunteers will offer support and guidance to the young person and ensure their current safety.
- Staff/volunteers will record incidents and make the management committee aware of any potential for concern.
- If unsure about the level of risk or appropriate support, OUR safeguarding lead, CHRIS POWELL will seek advice by calling Gloucestershire County Council's safeguarding helpline Mon-Fri 9am-10pm on 07414931730.
- Following any disclosure or concern for a young person or vulnerable adult in immediate danger staff/volunteers will contact: The children & families helpdesk for advice from a social worker; Tel: 01452 426565 Mon-Fri, 8am-5pm  
Out of hours contact; Emergency Duty Care Team Tel: 01452 426565
- Or if appropriate staff will contact 999 emergency services for an immediate response.

BESPOKE MENTORING AND COACHING will maintain records and respect confidentiality:

Staff or volunteers will inform the management board of any issues for concern and pass them a written record of any incidents or disclosures, to be kept securely by the management board, unless due to the nature of the incident it is not appropriate to involve certain staff/volunteers or members of the management board.

BESPOKE MENTORING AND COACHING acknowledges that the welfare of the individual is paramount:

Privacy and confidentiality will be respected where possible but if doing this leaves a child at risk of harm, then the child's safety will always come first.

To be reviewed against outcomes May 2019 – Chris Powell – Safeguarding Lead

To be published on [www.bespokementoring.org](http://www.bespokementoring.org) and [www.andyjlewis.co.uk](http://www.andyjlewis.co.uk)

Read, signed & dated by staff: