

Windology Music believe everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

Windology Music will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

The purpose of this policy statement is:

- to protect children and young people who receive Windology Music's services from harm. This includes the children of adults who use our services
- to provide staff, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Windology Music including all staff & volunteers.

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from [nspcc.org.uk/learning](https://www.nspcc.org.uk/learning).

This policy statement should be read alongside our organisational policies, procedures, guidance, and other related documents.

- Role description for the designated safeguarding officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording concerns and information sharing
- Child protection records retention and storage
- Code of conduct for staff and volunteers
- Behaviour codes for children and young people
- Photography and sharing images guidance
- Safer recruitment
- Online safety
- Anti-bullying
- Managing complaints
- Health and safety
- Induction, training, supervision, and support
- Adult to child supervision ratios

Windology Music believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

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

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.
- adopting child protection and safeguarding best practice through our policies, procedures, and code of conduct for staff and volunteers
- 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
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- making sure that children, young people, and their families know where to go for help if they have a concern
- using our procedures to manage any allegations against staff and volunteers 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 effective complaints measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance

Data protection and collection

Robust procedures are in place to ensure Windology Music follow current data protection and privacy regulations. Windology Music staff & volunteers are aware that direct correspondence with a child, young person or vulnerable adult is not permitted, and a parent / guardian should always be the main point on contact. [more information about this is available from the Information Commissioner's Office: ico.org.uk/fororganisations]

Windology Music are committed to reviewing our policy and good practice annually.