

OUR SAFEGUARDING POLICY 2015/2018

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of Associazione IROKO Onlus (hereinafter referred to as IROKO).

The purpose of this policy:

- To protect children and young people who receive IROKO's services. This includes the children of adults who use our services;
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

Associazione IROKO Onlus believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them.

Legal framework

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

- The Constitution of the Republic of Italy
- Law n. 476/1998 on the Hague Convention on the Protection of Minors, 1993 as modified by Law n.184/1983 on the Adoption of Foreign Minors
- Law n. 77/2003, on the EU Convention on the Rights of Minors 1996
- United Nations Convention on the Rights of the Child n.176/1991

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- Regional Laws and competences under DPR n.616/1977 Art.23,25 and Law n.328/2000, Art.22
- Law 24/10/1980 n.742 on the transposition of the Hague Convention on the Rights of Minors
- Best Interest of the Child as defined by Art 343 Civil Code
- Universal Declaration of Human Rights 1948
- The Criminal Code
- Law n.898/1970, Law n.74/1987 and Law n.54/2006 on Divorce and Rights of Minors in the Family
- D.Lgs 25 luglio 1998 n.286 on the Rights of Foreign Minors
- All other laws and codes of conduct not mentioned here, relating to the protection of minors under the various national, regional and municipal orders in Italy.

Self-assessment tool resource

- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
- Working together to safeguarding children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

This policy should be read alongside our policies and procedures on:

- Recruitment, induction and training
- Role of the designated safeguarding officer
- Dealing with disclosures and concerns about a child or young person
- Managing allegations against staff and volunteers
- Recording and information sharing
- Code of conduct for staff and volunteers

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- Safer recruitment
- E-safety
- Anti-bullying
- Complaints
- Whistleblowing
- Health and safety
- Training, supervision and support
- Lone working policy and procedure
- Quality assurance

We recognise that:

- the welfare of the child is paramount, as enshrined in the law
- all children, 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 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 people safe by:

- valuing them, listening to and respecting them
- appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding
- adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers

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- developing and implementing an effective e-safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers via leaflets, posters, one-to-one discussions
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- 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 and whistleblowing 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

Contact details

Designated Safeguarding Officer (DSO)

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: **30th November 2016**

Signed

