**1. Introduction**

YOUNG MINDERS THE BAME HOME EDUCATION HUB is committed to safeguarding and promoting the welfare of children and young people from the Black heritage, ensuring that they are protected from harm and that their rights and well-being are prioritised. This safeguarding policy outlines the procedures and responsibilities to safeguard children and young people within our organisation.

**2. Definitions**

1. Children: Individuals under the age of 18
2. Vulnerable Children: Children who may be at risk due to factors such as poverty, discrimination, abuse, neglect, special educational need and disabilities or other adverse circumstances.
3. Black Heritage: Individuals of African, Caribbean, or other Black ethnic backgrounds.

**3. Principles**

1. The welfare and safety of children and young people are paramount in all activities and services provided by YOUNG MINDERS THE BAME HOME EDUCATION HUB.
2. All children and young people, regardless of their background, have the right to protection from harm, abuse, neglect, and exploitation.
3. All staff, volunteers, and stakeholders have a responsibility to report any safeguarding concerns and to work together to ensure the safety and well-being of children and young people.

**4. Safeguarding Procedures**

4.1. **Recruitment and Selection**: All staff and volunteers working with children and young people will undergo appropriate background checks, including Disclosure and Barring Service (DBS) checks, to ensure their suitability for roles involving contact with children.

4.2. **Training and Awareness**: All staff and volunteers will receive safeguarding training to recognise signs of abuse, understand reporting procedures, and promote safe practices when working with children and young people.

4.3. **Code of Conduct**: A clear code of conduct will be established for staff and volunteers outlining expected behaviours, boundaries, and professional standards when working with children and young people.

4.4. **Risk Assessment**: Regular risk assessments will be conducted to identify and mitigate potential risks to the safety and well-being of children and young people within our programs and activities.

4.5. **Reporting and Responding**: Any safeguarding concerns, allegations, or disclosures of abuse will be taken seriously, reported promptly, and responded to in accordance with our reporting procedures and statutory obligations.

4.6. **Confidentiality**: Information relating to safeguarding concerns will be handled confidentially and shared only with relevant individuals on a need-to-know basis, in line with data protection regulations.

4.7. **Support and Referral**: Children, young people, and their families will be provided with access to appropriate support services and referrals to external agencies when necessary to address their safeguarding needs.

**5. Monitoring and Review**

1. This safeguarding policy will be regularly reviewed and updated to ensure compliance with legal requirements, best practices, and changes in organizational circumstances.
2. Feedback from children, young people, families, staff, and stakeholders will be sought to inform the ongoing development and improvement of our safeguarding practices.

**6. Implementation**

This safeguarding policy will be disseminated to all staff, volunteers, trustees, and stakeholders involved in our organisation's activities, and their commitment to its principles and procedures will be sought.

**7. Contact Information**

For any safeguarding concerns, queries, or clarifications related to this policy, please contact Designated Safeguarding Officer (Maxwell Awudzah) at 07488237619.

**8. Acknowledgment**

By signing below, all staff, volunteers, trustees, and stakeholders affirm their understanding of and commitment to YOUNG MINDERS THE BAME HOME EDUCATION HUB's safeguarding policy and procedures.

Signature:

Date: