

SNAAP Safeguarding Policy Statement

Date: October 2025

Purpose and Scope

The purpose of this policy statement is:

- To protect children and young people who receive SNAAP services from harm, including the children of adults using our services.
- To provide staff, volunteers, children, young people, carers and their families with the overarching principles that guide our approach to safeguarding and child protection.

This policy applies to anyone working on behalf of SNAAP, including senior managers, trustees, paid staff, volunteers, sessional workers, agency staff, and students.

Supporting Documents

This policy is supported by other SNAAP policies, procedures, and guidance, including:

- Role description for the Designated Safeguarding Lead
 - 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
 - Child exploitation
 - Online safety
 - Anti-bullying
 - Managing complaints
 - Whistleblowing
 - Health and safety
 - Induction, training, supervision, and support
 - Adult-to-child supervision ratios
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Our Beliefs

We 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 act in a way that protects them.
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Our Recognitions

We recognise that:

- The welfare of children is paramount in all our work and decisions.
 - All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have an equal right to protection from harm.
 - Some children are additionally vulnerable due to previous experiences, dependency levels, communication needs, or other circumstances.
 - Working in partnership with children, young people, parents, carers, and other agencies is essential to promoting welfare.
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How We Keep Children and Young People Safe

SNAAP will seek to safeguard children and young people by:

- Valuing, listening to, and respecting them.
- Appointing a Designated Safeguarding Lead, a Designated Safeguarding Officer, and a Designated Safeguarding Trustee.
- Adopting child protection and safeguarding best practice through policies, procedures, and codes of conduct.
- Implementing an effective online safety policy and associated procedures.
- Providing staff and volunteers with supervision, support, training, and quality assurance so that they understand and follow safeguarding policies confidently.
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are completed.
- Recording, storing, and using information professionally and securely, in line with Data Protection legislation and ICO guidance.
- Sharing information about safeguarding and good practice with children and their families.
- Ensuring children, young people, and families know where to go if they have concerns.
- Using safeguarding procedures to share concerns with relevant agencies appropriately, involving children, young people, parents, and carers.

- Managing any allegations against staff and volunteers effectively.
 - Maintaining an anti-bullying environment with clear policies and procedures.
 - Ensuring effective complaints and whistleblowing procedures are in place.
 - Providing a safe physical environment for children, young people, staff, and volunteers, in line with health and safety regulations.
 - Promoting a safeguarding culture where staff, volunteers, children, young people, and families treat each other with respect and feel confident raising concerns.
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Contacts

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Designated Safeguarding Trustee:

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Review

SNAAP is committed to reviewing this policy and safeguarding practice annually to ensure it reflects current guidance and best practice.