**The International Music Exchange Safeguarding Policy**

The policy applies to all staff, including senior managers, paid staff, volunteers and anyone working on behalf of The International Music Exchange (TIME).

The purpose of this policy:

* To protect children and young people who receive TIME’s services.
* To provide staff and volunteers with the overarching principles that guide our  approach to safeguarding and child protection.  TIME 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 to keep them safe. We are committed to practice in a way that protects them.  We recognise that:
* The welfare of the child is paramount, as enshrined in the Children Act 1989
* 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 them and respecting them
* Ensuring the children have access to a Designated Safeguarding Officer (DSO) for  children and young people
* Adopting child protection and safeguarding practices through procedures and a  code of conduct for staff and volunteers
* Recruiting staff and volunteers safely, ensuring all necessary checks are made
* 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

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