

## MyBigCareer

### Safeguarding Children Policy

1. All children have a right to protection from mistreatment, abuse, violence and exploitation. The rights of children are enshrined in the 1989 UN Convention on the Rights of the Child which the UK ratified in 1991.
2. MyBigCareer (MBC) believes that the welfare of children within its care is paramount. Due to their physical and mental immaturity, children need special care over and above that required by adults.
3. MBC will protect all children within its care from abuse equally and without regard to their gender, ethnicity, disability, sexuality or beliefs.
4. There are four categories of abuse that children must be protected from: physical injury, neglect, emotional abuse and sexual abuse, where abuse is to be understood as a child being harmed by the actions of others, be they adult or child.
5. MBC is committed to ensuring that all children who are involved with its activities are kept safe from harm and are cared for with the utmost professionalism and integrity. This includes activities held for children run or supported by MBC staff, trustees or volunteers anywhere in the UK or worldwide. This policy also applies to all written, electronic and verbal communication with children by MBC.
6. MBC is committed to informing children involved in activities and their parents about this policy, and the associated procedures. This policy will be publicly available and circulated as appropriate.
7. This policy is applicable to all trustees, volunteers and staff working for MBC. MBC will also strongly encourage other partners that it works with on the implementation of projects to adopt their own child protection policies if they have not done so already.
8. All MBC staff, trustees and volunteers will take any concerns or allegations of abuse against children very seriously. MBC will deal with all concerns and allegations appropriately, with the understanding that it may be necessary to refer them to children's services or the police.
9. MBC will always treat as confidential all information relating to a child involved in its activities, unless a safeguarding issue is identified
10. All MBC volunteers working with children unsupervised must have a Disclosure from the Disclosure and Barring Service (DBS).
  - i. Where a volunteer does not have such a Disclosure, MBC will arrange for such a check to be carried out.
  - ii. In certain circumstances MBC will require references from volunteers.
11. This policy is supported by MBC's Volunteer Policy which provides more detailed guidance about how MBC implements the policy.
12. This policy was approved and endorsed by MBC's Board of trustees in May 2020. It will be reviewed and re-approved every 3 years, or whenever significant new legislation is produced.

<sup>1</sup> For the purposes of this policy, children are defined as people below the age of 18 years old.