

# Policy

## A. The Rights of Children and Young People

JEM is committed to protecting children and young people from harm. JEM believes that:

- The welfare of the child is paramount and should be a part of all work with children.
- All children and young people have the right to grow up in a caring and safe environment.
- Children and young people have the right to be protected from abuse and neglect and to expect that adults in positions of responsibility will do everything possible to protect that right.
- The protection of children and young people from abuse should be seen as part of the general responsibility of JEM.
- Responsibility for safeguarding children and young people must be shared to ensure that young people will be protected effectively, with all relevant agencies and individuals accepting responsibility and working together.
- **JEM's** child and young people services should be delivered within an ethical and professional framework.

B. All staff, volunteers and board members should ensure that safeguarding and promoting the welfare of young people is an integral part of their work. All staff, volunteers and board members must:

- Treat all young people in a professional and respectful manner.
- Work in an open and transparent way in relation to young people.
- Discuss and/or take advice from the Key Safeguarding Officer about any incident which has given them concern.
- Keep a written record of any concerning incidents.
- Apply the same professional standards to all young people regardless of gender, sexual orientation, ethnicity, disability, gender identity, religion and/or faith and age.
- Not give any personal contact details including home and mobile phone number and personal email addresses to any young person.
- Not enter into any form of sexual or romantic contact with any young person or vulnerable adult that they are working with. This is inappropriate and may be illegal.
- Be aware that breaches of law and professional guidelines will be taken very seriously and will be dealt with using our policies and procedures.

Approved by the Safeguarding and Protection Committee on 15th November 2023. The next review date is 15th November 2025.