

## **Child Safeguarding Policy**

### **Our safeguarding policy**

This policy applies to all staff, including senior managers, paid staff, agency staff, students, contractors or anyone working on behalf of Price & Buckland Ltd.

The purpose of this policy is:

- To protect children and young people who receive Price & Buckland Ltd services. This includes the children of adults who use our services;
- To protect children and young people who provide modelling services for Price & Buckland Ltd;
- To protect young people who are employed by Price & Buckland;
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding children

Price & Buckland Ltd believes that a child or young person should never have to experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

### **Legal Framework**

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Right of the Child 1991
- GDPR 2018
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant Government guidance on safeguarding children

### **We recognise that:**

- The Welfare of the child is paramount, as displayed in the Children Act 1989
- Some children are especially vulnerable due to the impact of previous experiences, their level of dependency, their communication needs or other issues
- All children regardless of their age, disability, gender, race, religious beliefs, sexual orientation or identity, have the right to equal protection from harm
- Working in partnership with young people, their parents, vulnerable adults, carers and other agencies is essential in promoting the welfare of those we need to protect.

**We will aim to keep children safe by:**

- Providing effective management for all P&B employees through supervision, support and training
- P&B employees will be informed of the company's Child safeguarding policy at induction and advised of their responsibilities and how they should and shouldn't interact with the children at sizing events / modelling activities
- Children attending sizing / till events and working as child models to be accompanied / supervised by a parent / teacher at all times.
- P&B employees are never left on their own with a child / children
- Any contractors (such as a photographer) will be informed of the company's Child safeguarding policy and advised of their responsibilities and how they should and shouldn't interact with the children
- Any contractor would never be left on their own with a child / children
- Area of event / photo shoot to be checked for hazards by P&B employees and set up appropriately taking into consideration the H&S of children who will be in the area.

*NB: As there is no physical contact with the child / children and they are never on their own with the child / children P&B employees do not require DBS checks*

**We protect children's data by:**

- Deleting / destroying all data relating to children once it is no longer required.
  - For child models; data is deleted after the modelling event. Only the entertainment licences and consent forms are kept on file
  - Regarding any orders where a child's name is required for delivery, this information is deleted once it is no longer required
  - For any young people employed by Price & Buckland only necessary personal data is kept in line with the Employee Privacy Policy

**We are committed to reviewing our policy and good practice annually:**

This policy was last reviewed on: 18<sup>th</sup> April 2018

Signed: N. Y. B. O. M. A. D.

Name: Nick Buckland, Joint Managing Director