

UPP GLOBAL'S Vulnerable Persons Policy 2021

The purpose and scope of this policy statement

The primary objective of this organisation is to contribute to the reduction of youth inequality worldwide, through the advancement of sport and education. We seek to accomplish this goal by providing new opportunities for all people, with a focus on disadvantaged youth and youth from vulnerable communities. It is therefore essential that the following statement outlines how our services and procedures safeguard those who are a part of our services.

The safety, welfare and wellbeing of children, young people and vulnerable adults is UPP Global's highest priority. The Children Act 1998 defines any person under the age of 18 as a 'child'. The following policy statement applies to children as defined by The Children Act as well as young adults over the age of 18.

In compliance with the Bermuda Registry General and the Charity Commissioners standards, the purpose of this policy statement is:

- to protect children and young people who receive UPP Global's services from harm. This includes the children of young adults who use our services.
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection. This policy applies to anyone working on behalf of UPP Global, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK and Bermuda. A summary of the key legislation is available from nspcc.org.uk/learning and from Gov.bm.

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 practise in a way that protects them.

We recognise that:

- the welfare of children is paramount in all the work we do and in all the decisions we take all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to 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, listening to and respecting them
- appointing a trustee/board member as a nominated child protection lead for children and young people.
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made. We will require all staff and volunteers to have a criminal background check.
- where necessary, criminal background checks will ensure any person engaged in activities with children does not have any relevant criminal offences or other charges or findings that may suggest they could be a risk to children, young people or vulnerable adults.

- recording, storing and using information professionally and securely, in line with data protection legislation and guidance [more information about this is available from the Information Commissioner’s Office: ico.org.uk/fororganisations]
- making sure that children, young people and their families know where to go for help if they have a concern
- Develop practice guidelines to ensure the safety and welfare of children always whilst at UPP Global’s organized events and programs.
- using our safeguarding and child protection 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
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

“Ultimately, effective safeguarding of children can only be achieved by putting children at the centre of the system, and by every individual and agency playing their full part, working together to meet the needs of our most vulnerable children”.

- Working Together to Safeguard Children, 2018

UPP Global promises to:

Adopt this policy statement that defines UPP global’s commitment to providing a safe environment for children and vulnerable persons.

Nominated child protection lead:

Name: Aiyetoro Nkosane Hinds

Phone: +84 86 5307764

Email: atorohinds@gmail.com

This policy was last reviewed on: Tuesday, January 12th 2021



Date: Wednesday, January 13th 2021