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| Event History

**Policy owned by Neighbourhood and Partnership
Police Cadets Safeguarding****1. Policy Purpose and key drivers****Introduction**

Staffordshire Police works with children and families as part of its cadet activities. This policy promotes the welfare of children and young people and their protection in relation to those persons in positions of trust.

Unit Commanders should ensure that the contents of this document are discussed with cadets, cadet leaders and families so that we comply with all legal requirements in respect of child protection and encourage a speak out culture.

Purpose

Staffordshire Police works with children and families as part of its Cadets activities.

The purpose of this policy statement is:

- Provide guidance to those members of the Force having direct responsibility for Volunteer Police Cadets.
- Define administrative requirements in support of the Volunteer Police Cadet programme.
- Provide parents, staff and volunteers with the overarching principles that guide our approach to child protection, including making a professional judgement and duty of speak out. Complying with all legal requirements in respect of child protection.
- Respecting the rights, wishes and feelings of the children and young people with whom it is working.
- Promoting the welfare of children and young people and their protection in relation to a position of trust

Scope

This policy statement applies to anyone working on behalf of Staffordshire Police including all police officers, staff, volunteers, sessional workers, agency staff and students. Referred to as “employees” hereafter.

Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

Key Drivers

The People First Strategy 2018 – 2021 sets out eight interconnected themes that will help the Force to build an efficient and effective organisation that delivers for the people of Staffordshire and is a great place to work. The provision outlined within this policy provides clear leadership, vision and direction, role modelling our values and those enshrined within the Code of Ethics.

This policy underpins the desire to build a culture of openness and transparency, accountability and responsibility, giving people autonomy and trusting them to deliver.

By investing in a working environment where people are inspired to give their best every day, we secure the capability needed for future success by motivating and engaging employees to improve the service we provide to Staffordshire.

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. 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 nominated child protection/safeguarding lead, a deputy child protection/safeguarding lead and a senior lead safeguarding
- Developing child protection and safeguarding policies and procedures which reflect best practice
- 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
- 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
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- Implementing a code of conduct for staff and volunteers
- Using our procedures to manage any allegations against staff and volunteers appropriately
- 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
- Recording and storing information professionally and securely.

Suggest and Edit

The Force welcomes the opportunity for employees to have their say, and constructive dialogue and challenge is welcomed. We value your feedback so if you would to suggest an edit to this policy please contact the Employee Relations Team at employee.relations@staffordshire.pnn.police.uk

Code of Ethics

The College of Policing's Code of Ethics sets out the principles and standards of professional behaviour expected from police professionals. It applies to every individual who works in policing, whether a warranted officer, member of police staff, volunteer or someone contracted to work in a police force.

When referring to any of the Forces policies and procedures there is an expectation that actions taken or processes followed are underpinned by the Code of Ethics, where employees will 'do the right thing in the right way; basing decisions and actions on the policing principles within the Code.

The Force recognises the contribution of its employees and is committed to creating a fully inclusive working environment. This will be achieved by valuing the difference that a diverse workforce can bring.

Retention, Review and Disposal

The business owner of this policy maintains ownership and all associated documents. This policy is a 'living document' subject to regular review, reflecting; Force; Home Office; Police Staff Council; best practice and legislative changes, locally and nationally.

This policy will also be subject to Annual Review, due in June 2020.

The Force processes personal data collected during the formal grievance procedure in accordance with its GDPR policy. In particular, data collected as part of this policy is held securely, accessed by, and disclosed to, individuals only for the purpose of responding to and conducting the grievance procedure. Inappropriate access or disclosure of employee's data constitutes a data breach and should be reported to Professional Standards immediately. It may also constitute a disciplinary offence which will be dealt with under the Force Misconduct Policy.

Consultation

Recognised Trade Unions and Staff Associations will be involved in any changes to this policy in line with Force consultation and negotiation arrangements.

Any amendments will be set out within the version control section of the document.

Equality Impact Assessment

An Equality Impact Assessment is conducted for all policies and procedures created, to ensure they will not have a negative impact on our people on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation. Copies can be obtained from the Employee Relations Team.

Safeguarding Contact Details

Contact details

Designated Safeguarding Officer

Name: DCI Victoria Downing

Phone/email: 01785 232098 / Victoria.Downing@staffordshire.pnn.police.uk

Senior Leader for Cadets

Name(s): Chief Supt Elliott Sharrard-Williams

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

Related Documents

Links to related documents: [Police Cadets Safeguarding \(Procedure\)](#)

Gatekeeper - the Author

suggested the following Procedure document(s) to link to.

Relevant Dates and Review Period	
Effective Date:	01/07/2019
Review Date:	03/07/2020
Review Frequency:	Annually

Policy Basis and Implications	
2. Legal Basis:	A Safeguarding Policy is a legal requirement on the Force under the Children's Act 2004
3. Management of Police Information (MoPI):	<p>MoPI Policing Purpose: Preventing the commission of offences, Any duty or responsibility arising from common or statute law</p> <p>MoPI Review, Retention and Disposal addressed as follows: N/A</p>
4. Associated Benefits:	Safeguarding of Young Persons
5. Consultation:	Police Federation, UNISON, Police Superintendent's Association, Force Executive
6. Financial Implications:	Nil
7. Human Resources / Training:	Nil
8. Associated Policy:	Nil

FOI, Human Rights and Equality Impact Assessment Indicators			
FOIA:	Release to Public		
ECHR:	Compliant with proportionality test	Articles engaged:	Article 2 Right To Life; Article 8 Right to respect for Private and Family life; Article 14 Prohibition of Discrimination
EIA:	Compliant	Compliant with Code of Ethics:	Yes

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