

Governance arrangements to safeguard and promote the welfare of children

Overarching responsibility for safeguarding will reside with the leadership team of YEF (who will nominate a DSO) and with the management committee. The committee will be provided with updates on safeguarding incidents being managed within the organisation and across our delivery partners and grantees, with safeguarding being a standing item in committee papers. All committee members and staff will be trained in our policies and procedures and we will have a zero-tolerance policy if serious breaches occur. This will be written into employment contracts and grant contracts.

Commitments and procedures ensuring accountability and transparency at all levels of our organisation

The YEF leadership team will communicate, role model and embed a strong safeguarding culture at all levels of the organisation. They'll ensure that staff and trustees are trained in our safeguarding policies and procedures, knowing how to raise concerns and how these concerns will be dealt with. Through training and our internal communications, we'll ensure that all staff and all those involved in YEF know how to recognise, respond to, report and record a safeguarding concern. Our whistleblowing policy will apply to staff and delivery partners and we'll put a process in place for protecting anonymity. We'll review our policies annually, including inviting feedback from partners and stakeholders. And if serious incidents do occur, we will be transparent about them, including informing our Home Office liaison, and clear about all the steps we are taking to deal with them.