



## Child Protection Policy Statement

ZMN Creative Studio is committed to a practice which protects children, young people and vulnerable adults from harm. Staff and associates in ZMN Creative Studio accept and recognise our responsibilities to develop awareness of the issues which cause them harm. We will endeavour to safeguard children and young people by:

- Providing products and services leading to a happy, inclusive, creative and safe environment where children and young people can learn to grow in knowledge, understanding and creativity.
- Recognising that all children have the right to be safe and secure and free from threat and abuse, and protected from harm, regardless of gender, ethnicity, disability, sexuality or beliefs.
- With regards to Photography and Filming, images of Children posted on ZMN Creative Studio websites will be identified by their first name only if at all. To reduce the risk of inappropriate use, only images deemed suitable will be used.
- Putting in place robust recruitment procedures to ensure that those individuals whose behaviour could be a threat to the safety and well being of children and young people are not offered employment.
- Raising the awareness of the duty of care responsibilities throughout the organisation.
- Actively encouraging good practice among all staff and associates and promoting wider awareness wherever possible. i.e. associated organisations and user groups.
- Creating a safe and healthy environment within our programmes, avoiding situations where abuse or allegations of abuse may occur.
- Listening to, respecting and promoting the rights, wishes and feelings of children and young people.
- Recruiting, training, supervising and supporting staff who work with children to adapt best practice to safeguard and protect children and young people from abuse, and themselves against false allegations. Staff who work with children and young people will be subject to the appropriate level employment checks.
- Responding to all allegations appropriately and implementing the appropriate disciplinary and appeals procedures.
- Recruiting staff and elected members to follow ZMN Creative Studio's Safeguarding Policy and Procedures.

- Having in place a Designated Child Protection Officer who will be trained to coordinate child protection issues and give advice.
- Ensuring confidentiality where appropriate is maintained and that access to confidential information is restricted to the appropriate authorities.
- Carrying out a regular audit and review of the effectiveness of our Safeguarding Policy.
- Helping to maintain professionalism and standards of service which are associated with the best practice provisions.

The Designated Child Protection Officer is Zhenia Mahdi-Nau

Signed:  .....

**Date:** 1 November 2013

**Director of ZMN Creative Studio LTD.**