

## Child and Young Person Protection Policy

### 1. Introduction

Malakoff Limited is fully committed to safeguarding the welfare of all children and young people in its care. It recognises the responsibility to promote safe practice and to protect children and young persons from harm, abuse and exploitation. For the purposes of this policy, a child is recognised as someone under the age of 16 years and a young person is someone under the age of 18 years.

All staff will work together to embrace difference and diversity and respect the rights of children and young persons.

This document outlines Malakoff's commitment to protecting children and young persons.

### 2. Policy Objectives

Malakoff Limited will ensure that:

- (a) The welfare of children and young persons is the primary concern.
- (b) All children and young persons, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- (c) Child and young person protection is everyone's responsibility.
- (d) Children and young people have the right to express views on all matters that affect them, should they wish to do so.
- (e) Malakoff shall work in partnership together with children, young persons, parents/carers, and relevant organisations to promote the welfare, health and development of children.

### 3. Policy Goals

Malakoff Limited will:

- (a) Promote the health and welfare of children and young persons by providing opportunities for them to take part in activities safely.
- (b) Respect and promote the rights, wishes and feelings of children and young persons.
- (c) Promote and implement appropriate procedures to safeguard the well-being of children and young persons and protect them from abuse.
- (d) Support and supervise its staff to adopt best practice to safeguard and protect children and young persons from abuse and to reduce risk to themselves.
- (e) Require staff to adopt and abide by this Child and Young Person Protection Policy.
- (f) Respond to any allegations of misconduct or abuse of children and young persons, as well as implement, where appropriate, the relevant disciplinary and appeals procedures.
- (g) Observe guidelines issued by the Shetland Public Protection Committee for the protection of children and young persons.
- (h) Regularly monitor and evaluate the implementation of this Policy.

### 4. Review

The policy will be reviewed annually during the Management Review meeting and updated as and when any new regulations or processes are introduced within the company.

Signed By:



Director

Date: 27 April 2022, Issue 1

Endorsed By: Allan Gould, Non-Executive Director; Douglas Stevenson, Director; Colin Duncan, Director

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