

Child Safeguarding Policy for Cre8iv Talent Agency & Management

Introduction

1. CRE8IV Talent Agency & Management is committed to creating a safe and nurturing environment for all children and young people involved in our organisation. We recognise our responsibility to protect their well-being, ensure their safety, and promote their best interests. This Child Safeguarding Policy outlines our commitment to preventing and responding to child abuse, exploitation, and other forms of harm.

Definitions

2. For the purposes of this policy, the following definitions apply:
 - a. Child: A person under the age of 18 years.
 - b. Child Abuse: Any act or omission that endangers or impairs the physical or emotional health, development, or dignity of a child.
 - c. Exploitation: The use of a child for someone else's benefit, often resulting in harm to the child's physical, emotional, or psychological well-being.
 - d. Staff: All individuals employed by or volunteering with CRE8IV Talent Agency & Management, including directors, agents, employees, contractors, and interns.

Responsibilities

3. a. CRE8IV Talent Agency & Management will appoint a designated Safeguarding Officer responsible for the implementation and oversight of child safeguarding policies and procedures.
4. b. All staff members will receive training on child safeguarding, recognising signs of abuse, and reporting procedures.
5. c. Staff members are responsible for reporting any concerns or suspicions of child abuse or exploitation to the designated Safeguarding Officer.

Recruitment and Vetting

6. a. All staff members, including directors, agents, employees, contractors, and interns, will undergo a comprehensive

background check as a condition of employment or engagement.

7. b. References will be obtained and checked before employment or engagement.
8. c. CRE8IV Talent Agency & Management will require staff members to provide relevant identification documents and proof of eligibility to work with children.

Code of Conduct

9. a. All staff members will adhere to a code of conduct that outlines expected behaviours when working with children and young people.
10. b. The code of conduct will include guidelines for appropriate physical contact, communication, and confidentiality.
11. c. Staff members will be required to maintain appropriate professional boundaries and avoid any behavior that may be misconstrued or potentially harmful to a child.

Reporting Procedures

12. a. Any staff member who suspects or becomes aware of child abuse, exploitation, or any form of harm must immediately report it to the designated Safeguarding Officer.
13. b. The Safeguarding Officer will follow established reporting procedures and ensure that appropriate actions are taken promptly.
14. c. Staff members making reports will be protected from reprisals and will be treated with respect and confidentiality.

Confidentiality and Information Sharing

15. a. CRE8IV Talent Agency & Management will handle all information regarding child safeguarding cases with the utmost confidentiality, ensuring it is shared only with relevant individuals involved in the investigation or support process.
16. b. Information will be shared in accordance with applicable laws and regulations, including data protection and child protection legislation.

Training and Awareness

17. a. CRE8IV Talent Agency & Management will provide regular training sessions on child safeguarding to all staff members.

18. b. Training will include recognising signs of abuse, reporting procedures, and best practices for creating a safe environment for children.
19. c. Staff members will be informed about this Child Safeguarding Policy and their responsibilities under it.

Review and Monitoring

20. a. This Child Safeguarding Policy will be reviewed periodically to ensure its effectiveness and compliance with relevant laws and regulations.
21. b. CRE8IV Talent Agency & Management will implement monitoring mechanisms to identify any potential gaps or issues in safeguarding practices and take corrective actions as necessary.

Communication and Reporting

22. a. This Child Safeguarding Policy will be readily available to staff members, children, parents, and other stakeholders associated