Child Protection Policy and Policy Statement

DISTRIBUTION

This Child Protection Policy and Policy Statement are communicated to all employees. A copy is available at the Head Office, held in the sites folder, and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director.

REVISION HISTORY

Issue Number	Review Date	Changes	Signed
01	22/09/2023	Original version (draft)	
01	22/09/2023	Signed off	
01	20/09/2024	Review	
01	19/09/2025	Review	
02	20/05/2026	Address Updated	
02	18/09/2026	Review	

1.1 Introduction

Children, young people, and anyone who is particularly vulnerable are entitled to encounter a safe and enjoyable environment at social and educational organised events. Our company recognises its legal and moral duty to see to it that we provide these people with the best possible care when we are the security provider at such events.

We are dedicated to adopting and carrying out policies that mandate that all security personnel understand their strict obligation to protect children from abuse or other harm our personnel are required to follow our procedures adopted to protect children and to report any abuse of similar problems to the authorities.

At both indoor and outdoor functions and events, in the course of providing security services, we always strive to protect children, young people and others particularly vulnerable against abuse or harm. We endeavor to educate and train both employees and any volunteer security personnel to carry out this mission and be prepared to address specific child protection issues.

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Each of our employees who perform security functions are fully licensed and trained by the Security Industry Authority, government initiated regulatory body for the security industry.

The Children's Act of 1989 defines a child/young person as anyone under the age of 18. Children's Act 1989).

1.2 Policy Statement

We believe that:

- Nothing is more important than the welfare of a child.
- Every child, regardless of gender, age, culture, ability, language, racial origin, sexual identity or religious belief and/or sexual identity is entitled to a safe and fun environment in which to pursue their religious, pleasure oriented or educational interests.
- It is our duty to protect children from degrading treatment, discrimination and other forms of harm through all possible measures. We endeavor to respect children's' feelings, wishes, and rights.
- We must take seriously and investigate thoroughly all allegations or suspicions of abuse of or poor practices aimed at children, and will promptly involve the authorities in any such incident.
- All our employees may, interact from time to time, with children while providing security services. Therefore, they are all screened and CRB checked as required by Security Industry Authority regulations. We provide all such employees with training and additional guidance concerning child protection measures to be taken. The CRB check and any screenings of employees are carried out by independent personnel not directed by the company.
- To be effective in protecting children, we must work in cooperation with event organisers, stakeholders, parents and children.

1.3 Monitoring and reviewing the policy and procedures

Child protection measures and procedures must be periodically reviewed and monitored. A regular report must be given to management concerning this by the Managing Director. The implementation of procedures should be regularly monitored and reviewed. The Managing Director should regularly report progress, challenges, difficulties, achievement gaps and areas where changes are required to ZAM FM LTD

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This policy must be subject to overall review at least every three years or whenever the law or this organisation undergoes a major change.

Managing Director

Name: DANISH IFTIKHAR

Sign: 

Dated: 22/09/2023