



Safeguarding Policy

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Inspiring **change.**
Creating **impact.**

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Table of Contents

Introduction.....	3
1. Definitions.....	3
2. Principles.....	3
3. Responsibilities.....	4
4. Procedures.....	5
5. Monitoring and Review.....	5
6. Contact Information.....	6
Acknowledgment.....	6



Introduction

At Youthmakers Hub, our safeguarding policy is the cornerstone of our commitment to providing a safe and nurturing environment for all young people involved in our programs, events, and activities. We operate under the principles of prioritizing the welfare of young people, taking proactive measures to prevent harm, empowering young people to voice their concerns, holding ourselves accountable for our actions, and maintaining strict confidentiality regarding safeguarding matters. Our policy outlines clear responsibilities for both management and staff, emphasizing the importance of thorough recruitment processes, risk assessments, prompt reporting of concerns, and ongoing training and support. Through regular review and updating, we ensure that our safeguarding measures align with best practices and evolving needs. At Youthmakers Hub, safeguarding young people is not just a policy; it's a fundamental aspect of our organizational ethos.

1. Definitions

- **Safeguarding:** The process of protecting young people from harm, ensuring their well-being, and promoting their welfare.
- **Abuse:** Any form of physical, emotional, sexual, or psychological harm or mistreatment inflicted on a young person, including neglect and exploitation.

2. Principles

- **Child-Centered Approach:** The welfare and best interests of young people are paramount in all decisions and actions.



- **Prevention:** Proactive measures are taken to prevent harm and mitigate risks to young people.
- **Empowerment:** Young people are empowered to voice their concerns and participate in decisions affecting their safety and well-being.
- **Accountability:** Staff, volunteers, and stakeholders are accountable for their actions and behavior towards young people.
- **Confidentiality:** Information regarding safeguarding concerns is treated confidentially and shared only on a need-to-know basis.

3. Responsibilities

- **Youthmakers Hub Management:** The management team is responsible for implementing and monitoring this safeguarding policy, providing appropriate training and support to staff and volunteers, and ensuring compliance with relevant legislation and regulations.
- **Staff and Volunteers:** All staff and volunteers have a duty to safeguard young people, recognize signs of abuse, report concerns promptly, and adhere to this policy and related procedures.
- **Young People:** Young people are encouraged to raise any safeguarding concerns with a trusted adult or directly with Youthmakers Hub management.



4. Procedures

- Recruitment and Training: All staff and volunteers undergo thorough recruitment processes, including background checks and safeguarding training, before working with young people.
- Risk Assessment: Regular risk assessments are conducted to identify potential safeguarding risks and implement appropriate control measures.
- Reporting and Responding: Any safeguarding concerns or disclosures of abuse are reported to the designated safeguarding officer immediately. Youthmakers Hub follows established procedures for responding to safeguarding concerns, including reporting to relevant authorities and providing support to affected young people.
- Confidentiality and Information Sharing: Information regarding safeguarding concerns is handled confidentially and shared only with individuals who have a legitimate need to know. However, safeguarding concerns will be shared with relevant authorities as necessary to ensure the safety and well-being of young people.

5. Monitoring and Review

This safeguarding policy is regularly reviewed and updated to reflect changes in legislation, best practices, and organizational needs. Feedback from staff, volunteers, young people, and stakeholders is solicited to ensure the effectiveness of this policy in safeguarding young people.



6. Contact Information

For any safeguarding concerns or inquiries regarding this policy, please contact info@youthmakershub.com

Acknowledgment

All members of Youthmakers Hub are expected to understand and adhere to this policy as a condition of their engagement with the organization.