

Safeguarding Children and Young People Policy

1. Introduction

The Company is committed to a practice, which safeguards and promotes the welfare of children. Staff and volunteers in this organisation accept and recognise our responsibilities to develop awareness of issues, which cause children and young people harm. We will safeguard children and young people by –

- Adopting child protection guidelines through a code of behaviour for staff and volunteers.
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately.
- Following carefully the procedures for safer recruitment in the selection of staff and volunteers
- Providing effective management oversight for staff and volunteers through supervision, support and training
- We are also committed to reviewing our child protection policy and good practice guidance on an annual basis.

2. Statement of Intent

1. It is the policy of the Company to safeguard the welfare of all children and young people by protecting them from all forms of abuse including physical, emotional and sexual harm. The Company is committed to creating a safe environment in which young people can feel comfortable and secure while engaged in any of our activities.

3. Types of abuse

1. Neglect: Is the persistent failure to meet a child's basic physical and or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:
 - Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
 - Protect a child from physical and emotional harm or danger
 - Ensure adequate supervision (including the use of inadequate care-givers)
 - Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

2. Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

3. Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

4. Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

4. Guidelines for all Company staff and volunteers

Staff and volunteers must at all times show respect and understanding for individual's rights, safety and welfare, and conduct themselves in a way that reflects the ethos and principles of the Company.

1. Respect all staff and volunteers by:

- Treating children and young people with respect and dignity.
- Always listening to what a child or young person is saying.
- Valuing each child and young person.
- Recognising the unique contribution each individual can make.
- Encouraging and praising each child or young person.

4.2 By example staff and volunteers will:

- Provide an example, which we would wish others to follow.
- Use appropriate language with children and young people and challenge any inappropriate language used by a young person or child or an adult working with young people.
- Respect a young person's right to privacy.

3. In situations of one to one contact Staff and volunteers will:

- Not spend time alone with children, away from others. Staff should try to always be visible to others in their contact with children.

4. In situations of physical contact staff and volunteers should never:

- Engage in sexually provocative or rough physical games, including horseplay
- Do things of a personal nature for a child or a young person that they can do for themselves. If such an incident arises, for example, where a child or young person has limited mobility, the Company staff should seek a member of school staff or leader of the youth organisation to deal with such an incident
- Allow, or engage in, inappropriate touching of any kind

5. Generally staff and volunteers should:

- Be aware that someone might misinterpret our actions no matter how well intentioned
- Never draw any conclusions about others without checking the facts
- Never allow ourselves to be drawn into inappropriate attention seeking situations such as tantrums or crushes
- Never exaggerate or trivialise child abuse issues or make suggestive remarks or gestures about, or to a child or young person, even in fun

6. Staff and volunteers who are involved in relationships with other members of staff or volunteers should ensure that their personal relationships do not affect their role within the Company or its work.

7. Sharing Information and good communication is essential in any organisation. In the Company, every effort will be made to assure that should individuals have concerns, they will be listened to and taken seriously. It is the responsibility of the management to ensure that information is available to, and exchanged between all those involved in this organisation and its activities. Some information is confidential and should only be shared on a strictly need-to-know basis.

4.8 Children and young people have a right to information, especially any information that could make life better and give them information about how, and with whom, they can share their concerns, complaints and anxieties.

When sharing information, the Company's staff and volunteers will be sensitive to the level of understanding and maturity, as well as to the level of responsibility, of the people with whom they are sharing.

9. Parents/carers with parental responsibility are ultimately responsible for their children's welfare at all times, and they should be assured that their children are involved with a credible organisation.

10. Staff and Volunteers

As a staff member or volunteer in an organisation, which offers support and guidance to children and young people, it is imperative that each member of the company is aware of their

responsibilities under the Safeguarding legislation and has a working knowledge of the Company's procedures. Each member of staff will receive updated training in Safeguarding every two years.

5. Procedures for Reporting Allegations or Suspicions of Abuse

All action is taken in line with the Company's Safeguarding Reporting Procedure attached (Appendix).

This policy should be read in conjunction with the *Nottingham and Nottinghamshire Multi Agency Adult Safeguarding Procedure for Raising a Concern and Referring*.

<http://www.nottinghamshire.gov.uk/media/117053/referrerproceduresv24.pdf>