



Child Protection Policy Statement

People who work with children/young people may become concerned if they have knowledge of possible harm to a child. They could become aware of this in a variety of ways which may include:-

- The sharing of confidence by a child
- Observation of a child having sustained injuries where there is a concern about the explanation or the frequency of injuries.
- Witnessing inappropriate interaction between parents, or any adult, and a child
- Children showing unusual emotional distress.

All the previous should be taken seriously and the team member should refer their concerns to an appropriate contact, Mrs Margaret Hillman Tel 07810 493505.

Other contacts who will discuss your concerns and provide appropriate advice are the local Social Service contacts or the NSPCC Helpline.

Any concerns about the safety of a child should be referred on to the appropriate authorities which will decide what action, if any, needs to be taken.

The Welfare of the Child is Paramount (Children Act 1990)

Staff must not be 'investigators'
Do offer reassurance and support
Never offer confidentiality
Do Not contact parents initially
Always keep factual notes

It is good practice to ensure that:

- Leaders working with children are aware of child development and observe good practice when dealing with children - don't over train or overplay, don't humiliate or shout at children, don't punish children for not being able to perform a task.
- Appropriate recruitment procedures are used when employing or using leaders on a paid or voluntary basis. This will entail checking qualifications and following up references from previous relevant work and other checks, such as criminal record check.
- Staff should not be left alone with either a single child or group of children. In the event that this occurs, other adults should be informed. This can also include transportation of children to and from events and activities and being in changing facilities with children at inappropriate times i.e. when they are showering or changing.
- Staff and members are clear about their role and responsibility when working with young people.

Policy on Child Protection for Staff and Voluntary Workers

- A good example is set for children and other members by promoting fair play and respect for officials.
- Names, addresses and contact numbers are taken for emergencies, both for Legacy records as well as transporting young people.
- Any particular medical conditions of members are known i.e. asthma, epilepsy.
- A qualified first aider and access to a telephone for emergencies is available during meeting times.
- A record of all accidents and incidents will be kept in the centre office and will be available to all session supervisors.
- Appropriate insurance arrangements are in place, (especially Public Liability) in the event of injury to participants.

Bullying

Bullying can be seen as a form of abuse, and certainly where it is persistent and uncurbed by normal interventions, should be referred under Child Protection procedures.

In the event of any evidence of possible child to child abuse, it is necessary to distinguish between:



Behaviour that should be regarded as abusive, requiring Child Protection procedures and intervention; and Behaviour which, while not necessarily appropriate or desirable, is not abusive, although it may need guidance or therapy.

It should be remembered that although inappropriate sexual activity between children and young people may not constitute abuse, it may still be illegal and indicative of learned behaviour, which may have been abusive.

Safety procedures and recommendations from equipment manufacturers are to be followed in respect of specialist equipment.

This Policy Statement should be read in conjunction with the Trust's Child Protection Guidelines which are updated from time to time. The full Policy, Procedures and Guidelines are kept with The Pastor in the team office at The Legacy XS Centre.

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