

DOBCROSS YOUTH BAND
CHILD PROTECTION POLICY

Agreed procedures for protecting all children within the Dobcross Youth Band.

❖ **Statement of intent**

Our prime responsibility is the welfare and well being of all the children in our care. All children have the right to be safe and protected from harm.

❖ **Aims**

1. To create an environment in which children are safe from harm.
2. To ensure that all committee members, volunteers & any paid staff are familiar with & respond appropriately to child protection issues & procedures.
3. Ensure that confidentiality is maintained at all times.
4. To ensure all members and their families are treated with sensitivity & respect.

❖ **In order to achieve and maintain these aims we will:**

1. Take all available steps, according to current legislation.
2. Each volunteer and paid member of staff should have a clear understanding of their role within the organisation and in particular regard to the protection of the children in our care.
3. Applications for all volunteers and paid members of staff should include:-
 - ◆ Full name, current address, date and place of birth.
 - ◆ Details of previous experience of working with children.
 - ◆ Details of any convictions for criminal offences against children, including any spent convictions under the Rehabilitation of Offenders Act (1974)
 - ◆ Application to Criminal Records Bureau for clearance.

❖ **This policy**

1. Encourages our children to speak freely to a responsible adult they trust and are comfortable with about ANY concerns they may have.
2. On joining our organisation, the child's right to talk with any committee member should be explained in a simple manner.

❖ **Raising awareness, the role and duty of adults and good practice.**

1. The Youth Band has a designated Child Protection Officer (CPO) who has overall responsibility for child protection & will follow the Area Child Protection Committee (A.C.P.C.) procedures & practice.
2. Where possible activities should be organised so that if a child is working on a 'one-to-one' with an adult, the activity takes place in space that can easily be observed by others.
3. Adults who have not received clearance will never be left alone with a child.
4. If it becomes necessary to approach a child to speak on an individual basis there will always be at least two adults present.
5. Care and consideration must be given to minimising the risks to children, committee members, volunteers & any staff when escorting children to and from organisation activities by:-
 - ◆ Planning routes

- ◆ Carrying more than one passenger.
- 6. As a great deal of our activities take place away from our base or 'home ground', procedures must be observed when dealing with behavioural issues with our children:
 - ◆ When a child is behaving in an unacceptable manner the incident should be dealt with, in a non-threatening way by at least two adults, one of which should be of the same sex as the child concerned.
 - ◆ Explanation of why the behaviour is unacceptable must be made in a quiet and controlled manner and the child allowed to explain their understanding of the situation.
 - ◆ The consequent action taken should be agreed by all committee before the child is informed.
 - ◆ The child's parents must be informed of the incident and the resulting outcome if the behaviour is agreed to be of a serious nature.

❖ **Recognition of and the appropriate response to areas of concern.**

1. Changes in children's behaviour and or appearance will be brought to the attention of the designated CPO and will be recorded and observed.
 2. All reported observations and any disclosure by the child or others will be recorded accurately by the CPO. **Children will be listened to and believed at all times.**
 3. It is NOT the responsibility of adult members to identify or investigate suspected abuse.
- A. Physical abuse.** Action will be taken if a volunteer or paid member of staff have reason to believe there has been physical injury, where there is definite knowledge, or reasonable suspicion that injury was inflicted or knowingly not prevented.

Procedure.

- *Any mark or injury seen on the child when they come into the setting will be recorded.*
- *The incident will be discussed with the parent/carer if appropriate and the discussion recorded.*
- *If appropriate Social Services will be notified.*

Emotional Abuse Action will be taken if a volunteer or paid staff have reason to believe there is persistent or severe ill-treatment or rejection.

Procedure

- *The concern will be discussed with the parent/carer if appropriate and the discussion recorded.*
- *If appropriate Social Services will be notified.*

Neglect Action will be taken if a volunteer or paid staff have reason to believe there has been persistent or severe neglect of a child which results in serious impairment of the child's health or development including failure to thrive.

Procedure

- *The concern will be discussed with the parent/carer if appropriate and the discussion recorded.*
- *If appropriate Social Services will be notified.*

1. **Sexual Abuse** Action will be taken if staff witness excessive pre-occupation or inappropriate knowledge of adult sexual behaviour, or disclosure.

Procedure

- ❑ *The observed instances will be reported immediately to the designated person and recorded.*
- ❑ *The matter will be immediately referred to Social Services.*

• **Actions**

- 1) Any allegation made by a child, or any concerns about their welfare must be treated seriously.
- 2) The child must be reassured, told they have done the right thing in telling you. Also reassure the child it is not their fault. It is very important the child is believed.
- 3) **NEVER** promise confidentiality. You will have to share your concerns and the child's disclosure with other. By promising to keep the knowledge to yourself only to pass it on at a later date will destroy the trust the child has built up with you.
- 4) Share your concerns with the designated person.
- 5) Make a detailed report of what the child says to you using its own words, phrases & language. Record any obvious injuries, unexplained absences and the child's general demeanour.
- 6) Do not attempt to investigate or interrogate yourself, this will be done by the appropriate agencies.
- 7) Confidentiality throughout is paramount. Do not discuss the case with family, friends or others outside the organisation. This is most unprofessional and is not supportive to the child.
- 8) Dealing with issues of child protection is distressing, it is important you receive support and your feelings are acknowledged.

• **If an allegation of abuse is made against a volunteer or paid member of staff or other member of the organisation**

1. As child protection supersedes all working conditions, this will result in immediate suspension, and the involvement of the authorities. This action is taken to protect all members of the organisation, and all concerned in the allegation.
2. If allegations are proven there will be instant dismissal and no references for future post given.
3. Training and counselling will be available on request.
4. A copy of this policy is available to all parents.

This policy will be reviewed and updated annually

Signed on behalf of the organisation

.....***Chairman.***

.....***Secretary***

.....***Child Protection Officer***

Date.....