



CHILD PROTECTION AND SAFEGUARDING POLICY

Child Protection statement

MHY&CG has a commitment to ensuring that the welfare of the children and young people we work with is paramount. Throughout this policy, reference is made to 'children and young people'. This term is used to mean those under the age of 18 years old.

We aim to ensure that we listen to and respect the rights, wishes and feelings of all children/young people we come into contact with, whilst safeguarding them from any perceived significant harm.

As an organisation we understand the need to protect children and young people from exposure to abuse or situations that could be construed as abusive.

Introduction

MHY&CG undertakes to 'safeguard and promote (a child's) welfare' in line with the requirements of The Children Act and statutory guidance such as Keeping Children Safe in Education 2019.

This policy aims to give guidance to staff and volunteers within MHY&CG on good practice in relation to child protection. It also aims to reassure children, young people and their parents and carers of the responsibility we take in ensuring young people's welfare is our most important consideration.

This policy will be accessible to all those involved with MHY&CG and we expect everyone to adhere to the guidance contained within it.

MHY&CG has written these procedures in accordance with Cornwall and The Isles of Scilly Interagency Child Protection Procedures.

We feel that the following areas are important to consider within a child protection policy.

Good practice guidelines

- That everyone involved with MHY&CG has respect for 'difference' whether that be through cultural, ethnicity, religious beliefs, disability or sexuality issues.
- That children and young people are listened to, given a sense of belonging and enjoyment whilst involved with MHY&CG
- Adults working with children and young people within MHY&CG must ensure that the position of trust they hold is not violated. It is important to avoid language or behaviour which could be misinterpreted by a child or young person, ie verbal comments, letters, physical contact, phone calls, texts. If you feel that an incident has occurred you should contact the designated person (see Passing on Concerns on page 4) as soon as possible with a full explanation.

- Abusive or discriminatory language is unacceptable by anyone within the organisation.
- A risk assessment should be undertaken when planning any activity with a child/young person, eg ratio of adults to children, safety of activity, ages and abilities of young people, mode of transport between activities The risk assessment should be held on record for a period not less than 18 months.
- Always seek the parent/carer and young person's permission (if of sufficient age and understanding) if any help is needed with personal care.
- If children/young people are involved in any transport arrangements as part of the organisation's activities, consent of the parent/carer must be obtained and the driver should ensure that the appropriate car insurance cover (ie business insurance) is in place. The child should always be seated safely and seatbelts worn.
- Ensure that emergency contact numbers for parents/carers are easily accessible to those accompanying the trip and to a designated contact point within MHY&CG
- Permission of parents/carers and children should be sought if taking photographs and before they are used for any purpose within the project. Advice should be taken from parents/carers regarding which name is to be used against the photograph of their child. All photographs taken by the MHY&CG are the property of the park and should not be distributed outside of the project without the agreement of all those involved. This includes website/newspapers and newsletters.

Recruitment of staff and training

- MHY&CG operates a safe recruitment procedure, ensuring that all paid staff and volunteers who may carry out 'regulated activity' with regard to children (as defined by the Disclosure and Barring Service) undergo Enhanced DBS checks prior to their starting date.
- Original copies of any relevant qualifications may be requested.
- Two written references will be requested and held on HR file.
- MHY&CG has a commitment to the ongoing staff development of its workers and volunteers. Individual needs for training will always be considered alongside any training issues relevant to the whole organisation eg child protection, first aid.
- Safeguarding training will be mandatory on employment and updated every three years for relevant staff.

Involvement with other agencies

MHY&CG often is involved with other organisations and groups during the course of activities with young people. Prior to arranging and confirming any activities assurance will be sought from other organisations that good practice and child protection procedures are in place and adhered to. A copy of our own policy will be made available to that organisation on request

Passing on concerns

Children have a right to feel safe. It is very important that concerns are passed on to the designated child protection person immediately. Within MHY&CG the designated safeguarding leads are the General Manager and the Chair of the Trustees.

If a child discloses that they have been abused or an allegation is made of abuse this information must be passed on to your line manager immediately who will liaise with the designated person. The designated person will then make a referral to the local Multi Agency Referral Unit (MARU).

Confidentiality

It is important to respect the confidentiality of both young people and adults wherever possible. However, if you are told information by anyone which may affect the welfare and safety of a child or young person you have a duty to pass on those concerns to your designated person who will then in turn contact the local Social Care office. We must always remember that we have a duty to consider the safety of other children as well as the alleged victim.

Allegations against staff

If a child/young person makes an allegation against any professional involved within MHY&CG then there are very clear procedures which must be followed to ensure the protection of the child/young person. It is also important from that the alleged perpetrator is dealt with fairly to ensure the situation is properly investigated. Please see previous Passing on Concerns paragraph.

Cornwall and the IOS child protection procedure, to which MHY&CG adheres, define a professional as anyone working on a paid or unpaid basis with children/young people.

.Approved May 2022