Updated: 01.01.2023 Review date: 01.01.2024

Community at Tollers (CaT)

Children and young persons Safeguarding Policy

Policy Statement

It is the policy of CaT to safeguard the welfare of their members under 18 years of age and those aged 24 who are classed as vulnerable by protecting them from physical abuse, sexual abuse, emotional harm and neglect. children and young people's welfare is paramount therefore staff will listen and respect children and young people and treat them with the dignity they deserve.

Always remember, children and young people and young persons are 'children and young people legally to the age of 18'.

Accordingly, the CaT is committed to:

- Always listen to children and young people.
- Taking into account, in all its considerations and activities the interests and well-being of young people.
- Remember you might have a small piece of the jigsaw.
- Respecting the rights, wishes and feelings of the young people with whom it is working.
- Taking all reasonably practicable steps to protect them from physical abuse, sexual abuse, emotional abuse and neglect.
- Promote the welfare of young people and their protection within a relationship of trust.
- Never assume someone else has reported your concerns.

We recognise the potential impact of parents and caregivers' physical and mental health on the wellbeing and development of a child or young person.

This policy is written in line with the guidelines set out by the Child Protection Act 1989/2004, children and young people's and Young Persons Act 2008, Safeguarding Vulnerable Groups 2006, Protection of Freedoms Act 2012, children and young people and Families Act 2014.

Identifying and Responding to Indicators of Abuse

- Parents and carers can be dishonest and abusive.

Child Abuse

Child abuse is a term used to describe ways in which children and young people are harmed, often by people they know and trust. It refers to the trauma inflicted on a child's physical, mental or emotional health. children and young people can be abused within their family, at school, in the community, by a stranger including via

the internet. Someone may abuse a child by inflicting harm or failing to act to prevent harm.

There are four main forms of abuse:

Physical abuse

Physical abuse occurs where an adult physically hurts or injures children and young people (e.g. by hitting, shaking, squeezing, biting or burning and encourages harmful behaviour). This can include;

1. Fabricated and induced illness.
2. Giving children and young people alcohol, cigarettes, inappropriate drugs or poison.
3. Attempt to suffocate or drown children and young people.
4. FGM – Female Genital Mutilation.
5. Radicalisation and PREVENT duty.
6. Child sexual exploitation.

Neglect

Neglect may occur if a supervising adult fails to ensure children and young people are safe, or exposes them to undue extremes of risk or injury. This includes situations in which adults:

- Fail to meet a child's basic physical needs (e.g. for food, warm clothing, schooling).
- Leave children and young people alone and unsupervised.

Sexual abuse

Sexual abuse occurs when inappropriate physical contact takes place and adults misuse their power over children and young people creating abusive situations. Inducting situations in which adults use children and young people to satisfy their own sexual needs:

- Exposing children and young people to inappropriate touch.
- Show children and young people pornographic books, photographs or videos or taking photographs for pornographic purposes.
- Using children and young people for Child Sexual Exploitation (CSE).

Emotional abuse

Emotional abuse might include situations where parents and other attending adults' subject children and young people to constant criticism, bullying or unrealistic pressure to perform to high expectations. This behaviour can include situations in which adults:

- Show inconsistent love, affection or attention.
- Show constant overprotection preventing children and young people from socialising.

- The frequent taunting or shouting at children and young people, and the exposure to domestic violence (DV)

Indicators of Abuse

What is child security?

Children and young people have the right to be completely secure from the fear or reality of abuse (either physical or emotional) resulting from inappropriate contact with a sponsor or any other person.

What is child privacy?

Children and young people and their families must be assured that CAT is protecting the integrity of information, including photographs and any other material, which is shared about them with the public. Privacy also demands that children and young people, their families, and communities be shielded from any potential inappropriate contact from sponsors or others attending our public events.

What is child dignity?

The lives of children and young people, their families, and members of their community should be portrayed with accuracy and dignity. The children and young people we work with are not objects but are partners with us in the process of bringing a cultural holistic (spiritual, physical, psychological and social) transformation to our community and also in the process of conditioning the hearts of beneficiaries and the public alike.

We always seek the full, informed consent of the person who holds Parental Responsibility (PR) for a child's participation in our programs.

An incident of harm to a child will be linked to one or more of the above categories.

Responding to Suspicions/ Disclosures of Abuse

In our process of protecting children and young people in the performance of our activities, we will remain watchful of the welfare of children and young people and will be diligent in attending to their needs and be fully aware of the damage that children and young people undergo in society. We shall address issues of child abuse wherever we encounter them.

1. Reporting and recording concerns to a senior member of staff who would then escalate to the Multi Agency Safeguarding Hub at the nearest Local Authority.
2. Data Protection.

3. Safe Recruitment and Safe Practice.

The community at Tollers will address the recruitment and selection of volunteers and paid employees by doing the following:

- We accept that it is our responsibility as a group to check that all adults with substantial access to children and young people have been appropriately vetted, and hold a current DBS check issued within the last 3 years.

- We will ensure that every new volunteer or committee member will complete a Personal Profile Form

- We will make a request for previous addresses on volunteer/ job application forms;

- We will ask for the names of two referees who will be prepared to provide a written reference;

- We will follow up with each reference with a telephone call or personal contact during which we will discuss the applicant's suitability to work with children and young people. A record of this discussion will be kept in the applicant's file;

- We will interview prospective volunteers and staff;

- We will note at interview all previous experience of volunteers and staff in working with children and young people;

- We will carry out a probationary period for all volunteers and staff of at least 3 months.

Allegations against Staff

An immediate investigation will occur leading to review and evaluation.

Trips and Excursions

- All residents under the age of 18 will be supervised by a responsible adult over the age of 18.
- Staff to young people ratio 1:6.
- All persons holding Parental Responsibility will complete a consent form, which stipulates all emergency, health and medical care details for those under 18, adults can complete the form themselves.
- Consent forms must be completed and signed before anyone can participate on a trip.
- The relevant risk assessments must be completed before the trip commences.
- Someone on call must be available for support in case of an emergency.
- Contact details for persons holding PR must remain current.

Safeguarding Responsibilities

Local Authority Designated Officer (LADO)
Steve Hall
Email: steve.hall@croydon.gov.uk Telephone: 020 8726 6000 Ext: 84322
Mobile: 07825 830328

Adam Fearon-Stanley
Email: adam.fearon-stanley@croydon.gov.uk Telephone: 020 8239 3860

Designated Safeguarding Lead (DSL) for Community at Tollers
Rose Hennis
Email: rose.henns@playplace.org Telephone: 01689 867357

Safeguarding Lead (SL) for Community at Tollers
Kaysen Asante
Email: c.a.t.residentsgroup@gmail.com Telephone: 07760 876052
Janette Clegg
Email: janetteclegg@hotmail.com Telephone: 07931 448129

First Aider
Assigned per activity and event

Health and Safety and Risk Assessments
Justin Williams (2nd First Aider)
Email: justinwilliams404@googlemail.com Telephone: 07838 370472

Rachel Ritz
Email: rw_maritz@hotmail.com Telephone: 07748 575943

Play Place provide provision, staff vetting and training for Community at Tollers
Chris Hennis (Company Director)
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