



Glyndwr Ensemble

SAFEGUARDING CHILDREN POLICY

POLICY STATEMENT

- All children and young people have a right to protection from harm and the needs of disabled children and others who may be particularly vulnerable must be taken into account.
- The welfare of the child / young person is paramount.
- All children and young people, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicion and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All have a responsibility to report concerns.
- A child is defined as a person under the age of 18 (The Children Act 1989)

DEFINITIONS OF ABUSE

The term child abuse is used to describe ways in which children and young people are harmed, usually by adults and often by those they know and trust. There are four main types of abuse, though a child may experience more than one kind at any one time.

- **PHYSICAL ABUSE** - Occasions when parents, carers, adults or other children deliberately inflict injuries on a child or knowingly do not prevent such injuries. It includes injury caused by hitting, shaking, biting, burning, giving children alcohol, inappropriate drugs or poison and attempts to drown or suffocate them.
- **EMOTIONAL ABUSE** – Occasions when adults fail to show children and young people due care and attention or threaten, use sarcasm, taunt or shout at a child / young person causing loss of self-confidence or self-esteem. These may also occur when an adult repeatedly ignores or fails to respond to a child's progress or places unrealistic pressure to perform to high expectations constantly.
- **NEGLECT** – Occasions where adults fail to meet a child / young person's essential needs, such as adequate food, warmth, clothing and medical care. It also includes occasions where children and young people are left alone without proper supervision.
- **SEXUAL ABUSE** – Occasions where males and / or females use children and young people to meet their own sexual needs.

CODE OF CONDUCT FOR WORKING WITH CHILDREN AND YOUNG PEOPLE

Members and volunteers must never:

- Hit or otherwise physically assault or abuse children or young people.
- Develop physical, sexual relationships with children or young people.
- Develop relationships with children or young people, which could in any way be deemed inappropriate or exploitative.
- Act in ways that may be abusive or place children or young people at risk of abuse.
- Use language, make suggestions or offer advice, which is inappropriate, offensive or abusive.
- Behave in an inappropriate or sexually provocative manner.
- Allow children and young people with whom they are working with to stay overnight unsupervised.
- Sleep in the same room as children and young people on residential experiences.
- Do things of a personal nature that children or young people are able to do for themselves.
- Condone, or participate in the behaviour of children or young people, which is illegal, abusive or unsafe.
- Intentionally act in ways intended to shame, humiliate or degrade children or young people.
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others.

WHAT WE WILL DO

- **AWARENESS:** We will ensure that all members and volunteer are aware of the issues of child protection and the problem of child abuse and the risks to children and young people.
- **PREVENTION:** We will ensure, through awareness and good practice, that all members and volunteers minimise the risk to children and young people.
- **REPORTING:** We will ensure that all members and volunteers are clear what steps to take where concerns arise regarding the safety of children and young people.
- **RESPONDING:** We will ensure that action is taken to support and protect children and young people where concerns arise regarding possible abuse. In responding to allegations or suspicions, it is not our responsibility to decide whether or not child abuse has taken place. There is however, a responsibility to act on any concerns through contact with the appropriate authorities. We will fully support and protect anyone, who in good faith reports his or her concerns that a colleague is, or may be, abusing a child.
- **CONFIDENTIALITY:** Every effort must be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. Information must be stored in a secure place with limited access to the designated people, in line with data protection.