



Tinderwood Trust Child Protection and Safeguarding Policy

Introduction

This policy is a statement of the aims, principles and strategies for dealing with all matters relating to safeguarding children. Our policy applies to all staff and volunteers working within Tinderwood Trust.

All staff and volunteers at Tinderwood Trust are absolutely committed to the protection and safeguarding of children.

If you have any concerns about child abuse or your child has, or your child thinks they have, been abused, you can talk to any member of staff at the group.

Depending on the circumstances we will need to contact a Child Protection Social Worker and/or the Police who will need to talk to you and your child. Tinderwood Trust workers and volunteers will follow the Calderdale Safeguarding Children Partnership procedures. We will continue to support you whilst any abuse is being investigated.

For information, if you wish to read a copy of Children's Services Guidance 'What to do if You're Worried a Child is being Abused!'.

Rationale

Tinderwood Trust is committed to provide a secure and supportive environment in which children can develop and grow into mature and responsible people. Safeguarding is a central part of our holistic approach to ensure that:

- 1 Children are protected from abuse and neglect
- 2 Every child reaches their full potential

By:

- 1 Creating an environment whereby high standard of work, effort and behavior are expected from children and adults, which are rewarded with praise and encouragement.
- 2 Providing activities relating to the Early Years Foundation Stage curriculum and National Curriculum, this will help all children develop their full potential.
- 3 Accessing appropriate training and learning opportunities to sustain the personal and professional development of all staff and volunteers.
- 4 Developing an ethos and culture whereby everyone feels valued and secure, showing understanding of others, respect for diversity and promoting equality of opportunity and encouraging a sense of pride in our environment.
- 5 Working in partnership with parent/care givers by offering support, information and advice about their child's learning and development.
- 6 To ensure that no child is discriminated against by being treated less favorably or by failure of Tinderwood Trust to make reasonable adjustments in recognition of children's needs and abilities.



What is child abuse?

The four main areas are physical, emotional, sexual and neglect. These are set out by the Calderdale Safeguarding Children Partnership. All staff and volunteers recognise this. The person who abuses children can be anyone: parents, care givers, teachers, relatives, foster carers, support staff, volunteers, siblings.

- 1 Physical Abuse – Physical abuse may involve hitting, shaking, throwing, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent/care giver feigns the symptom of, deliberately cause's ill health to a child.
- 2 Neglect – Neglect is the persistent failure to meet a child's basic physical and/ or psychological needs, likely to result in the serious impairment of a child's health and development. It may involve a parent/care giver failing to provide adequate food, shelter, clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.
- 3 Sexual Abuse –Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether the child is aware of what is happening or not. The activities may involve physical contact, including penetrative acts (e.g. rape or buggery) or non- penetrative acts. They may include non-contact activities such as involving children looking at pornographic material, involving children in the production of pornographic material, involving children watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- 4 Emotional Abuse –Emotional abuse is the persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to the child that they are worthless or unloved, inadequate, or valued only so far if they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

Impact of Domestic Violence on children

- 1 Children at risk of significant harm when living with domestic violence i.e. embroiled in or witnessing violence to others. This risk can be extremely serious and even life threatening.
- 2 Where domestic violence is disclosed or suspected, it will always be taken seriously and responded to accordingly.

Disabled children and Abuse

- 3 It is acknowledged that disabled children are particularly vulnerable to abuse of any form. Life experiences of many disabled children may limit their opportunities to confide in trusted adults. Where children communicate in various ways, this situation may be exacerbated.
- 4 Consequently, it is essential that expressions and evidence of physical and emotional distress, discomfort or pain are not their impairment. Staff will need to explore all possible explanations and ensure disabled children are assisted to communicate any fears or concerns they may have.

Safe Recruitment and Retention of Staff and Volunteers

The Disclosure and Baring Service (DBS) provide criminal record checks for people (over 16) working with children, reducing the risk that unsuitable people can gain employment with children thereby assisting employers to make safer recruitment decisions. All members of staff at Tinderwood Trust, Freelance Forest School leaders, volunteers and trustees will have a detailed (enhanced) DBS check **before** their appointment is confirmed. This DBS will be reviewed every 3 years.



Tinderwood Trust has a designated Child Protection Officer (CPO); this is Emily Jones.

Action Taken if There Are Concerns

Where there are concerns we will discuss issues with parent/carers (unless there are safety implications in doing so).

This action will include:

- 1 To monitor/record
- 2 Assess needs
- 3 Share concerns with other agencies
- 4 Wherever possible consent will be sought through parent/carer.

The welfare of the child is paramount.

Tinderwood Trust will always act in the child's best interest and will share relevant information with agencies/professionals. At all times our actions will take guidance from Calderdale Safeguarding Children Partnership guidelines.

We have the responsibility to ensure children are **safe, healthy** and **happy** in their lives.

Allegations against Staff/Volunteers

- 1 Should any parent/care giver feel that any member of staff has behaved inappropriately towards any child, these concerns should be raised immediately with the CPO.
- 2 An investigation will be carried out as a matter of priority. This process will ensure that all parties can access relevant support, and necessary authorities are involved in this investigation.
- 3 Confidentiality will be paramount during this investigation.
- 4 The parent/care giver will be kept as informed as appropriate during the investigation. As conclusions are reached all relevant persons will be informed of any outcomes as soon as possible.
- 5 Post investigation, discussions between the child's parent/care giver and the staff will take place, in order to try and re-establish a working relationship between all parties, with support and mediation being made available where necessary.
- 6 Staff who have concerns about another member of staff or volunteers will immediately inform the appropriate line manager or CPO.
- 7 Staff having any concerns about poor practice that may or may not be symptomatic of child abuse, should be shared as soon as possible with the appropriate line manager.

Policy Adopted on: 18 September 2008

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Reviewed – LH; EJ; EJ ;EJ January 2018; January 2019

