



CHILD PROTECTION AND SAFEGUARDING POLICY

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Date to be reviewed:	NOVEMBER 2020
Signature of person responsible:	
Name of signatory:	MICHELLE WITTENBERG
Role of signatory:	MANAGER



POLICY STATEMENT

KEF aims to ensure the continuous safety and protection of all children attending KEF programmes, including residential camps. All children have a right to protection, and the needs of children with disabilities and special needs or those who are particularly vulnerable must be taken into account. The policy recognises the obligations and duty of care on organisations working with children and young people as stated in The Children Acts 1989 & 2004, the Childcare Act 2006, Every Child Matters 2006 and Working together to Safeguard Children. All workers, paid staff and volunteers within KEF will receive safeguarding and child protection training, and must abide by the protocols at all times.

The policy is designed to encourage the development of good practice and to prevent the physical, emotional and sexual abuse of children and young people while they are under the care of KEF. It stresses the responsibility of all workers and volunteers to be alert to signs of abuse and provides for a prompt and effective reporting procedure should abuse be suspected, disclosed or discovered, regardless of the setting in which the abuse has taken place, or those suspected of being involved. The policy intends to protect those who work with children and young people from unfounded accusations or from behaving in ways which may be well-intended but inadvisable, enabling KEF to fulfil their duty of care.

THE DUTY OF TRUSTEES

KEF's appointed Trustees have a duty of care to safeguard children and vulnerable adults with whom the charity works. They will ensure to act in their best interests, taking all reasonable steps to prevent harm, assess and manage risks, and adhere to the safeguarding policies and procedures, and respond appropriately to allegations of abuse.

KEF'S AIMS FOR CHILD PROTECTION AND SAFEGUARDING

Kef aims to:

- Welcome children and young people into a safe and protected environment with a happy and friendly atmosphere
- Support, train to the highest standards, and supervise those working with children and young people.
- Recognise that it is the responsibility of its staff to prevent the physical, sexual or emotional abuse of children and young people and to respond in a confidential manner to child protection issues, reporting abuse promptly, whether suspected or discovered
- Provide all staff with guidelines, advice and training for reporting incidents.



- Recognise its responsibility to implement, maintain and regularly review procedures, which are designed to prevent and to be alert to such abuse

THE VULNERABILITY OF KEF SERVICE USERS

Most of our participants have an increased risk of abuse because of their special needs and this is recognised by the Trustees and all management. It is important to understand that this increase in risk is due more to societal attitudes and assumptions or child protection procedures that fail to acknowledge children's diverse circumstances, rather than the individual child's personality, impairment or circumstances. Many factors can contribute to an increase in risk, including prejudice and discrimination, isolation, social exclusion, communication issues and a reluctance on the part of some adults to accept that abuse can occur.

The responsibility to ensure that those with disabilities or special educational needs are kept safe is thus even greater.

RECRUITMENT, TRAINING, INDUCTION AND SUPPORT TO STAFF:

KEF recognises that anyone has the potential to abuse children in some way and therefore all reasonable steps are taken to ensure unsuitable people are prevented from working with children.

- All potential KEF staff must complete a staff application form providing previous experiences and two references which will then be reviewed. Disclosure and Barring Service (DBS) checks will be completed for all staff members.
- Detailed training will take place for new volunteers, including an overview of the Child Protection Policy.
- An experienced adult leader should be available to debrief and support volunteers.
- Regular opportunities should be made for volunteers to meet together to share their experiences, to receive training and to talk about their relationships with the children and young people.
- The job requirements and responsibilities should be clarified.
- Relevant personnel to undergo national first aid training (where necessary).

DESIGNATED SAFEGUARDING PERSON

- A DSP (Designated Safeguarding Person) should be appointed from within KEF to have responsibility for the co-ordination and implementation of KEF's Child Protection and Safeguarding Policy and Procedures, and all staff should be aware of who the DSP is/are.
- The DSP will undergo appropriate training every two years.



- The current Kef DSP's are Mrs Michelle Wittenberg, Miss Adina Morris and Mr Eli Stimler. In addition, several team leaders have done safeguarding training.
- Each KEF camp has a named DSP on site for its duration, all staff are made aware of this individual to whom they could turn for help and/or advice. In addition, the local MASH and LADO are identified in advance for each locality in which the residential camp would be based.
- The DSP will act as a source of support, advice and expertise to staff on matters of safety and safeguarding, and when deciding when to make a referral by liaising with relevant agencies.
- The DSP has a responsibility to act on any concerns through contact with the appropriate authorities.
- The DSP will refer any concerns and suspicions to Children's Social Care and to the designated Officer for Child Protection Concerns. Should a crime be found to have been committed or suspected, the DSP will immediately report the relevant staff member to the Disclosure and Barring Service and/or the police. The DSP will also keep the Trustees of Kef informed.

TYPES OF ABUSE

- Physical - actual or likely physical injury to a child, or failure to prevent physical injury to a child
- Sexual - actual or likely sexual exploitation of a child or adolescent.
- Emotional - actual or likely severe adverse effects on the emotional and behavioural development of a child caused by persistent or severe emotional treatment or rejection.
- Neglect - persistent or severe neglect of a child or the failure to protect a child from exposure to any kind of danger, including cold and starvation or extreme failure to carry out important aspects of care, resulting in the significant impairment of a child's health or development.

REPORTING INCIDENTS :

Any suspicion that a child or young person has been abused must be reported.

This can be reported to:

- the DSP in your programme (whose details will be readily available)
- the Local Authority Designated Officer (details will be available for the LADO in each programme)
- a police officer
- an officer of HMCI (Ofsted - 0300 123 1231)
- NSPCC (020 7825 2500)



Correct procedure is not to confront the person who is alleged to be responsible for the abuse. It is not the responsibility of anyone working for KEF, to decide whether or not child abuse has taken place.

The following must be reported immediately:

- If you or someone else accidentally hurt a child or young person
- If the child or young person seems distressed in any manner
- If you suspect or discover any form of abuse occurring in any of the children and young people i.e. marking on bodies or making of a disclosure
- If you have a gut feeling that behaviour is out of the ordinary

IMMEDIATE ACTION

As soon as an allegation has been reported, steps will be taken to ensure that the child who is the subject of the allegation – and potentially any other children who are at risk, are fully protected.

This includes, depending on the circumstance of the allegation:

- Immediate suspension pending investigation, of the member of staff – or, if the perpetrator is another child or young person – separation of this person from all other potential victims and potentially removing him/her from the scheme completely
- Ensuring that the child and any other potential victims, are not left alone with the alleged perpetrator at any time whilst an investigation takes place

REPORTING PROCESS FOR DSP

The DSP has a responsibility to act on any concerns reported through direct contact with the appropriate authorities. KEF will assure all staff that it will fully support and protect anyone who in good faith reports his/her concern that a staff member or another caregiver (e.g. parent) is, or may be, abusing a child. It is not the responsibility of staff members to conduct their own investigations into an incident, further than reporting the incident in the correct manner. The staff members should constantly monitor their reporting and challenge if there is no response.

1. Once a staff member approaches the DSP and outlines his/her reasons for concern, the DSP will document the concern/incident reported, and consult with the other DSP.
2. DSP will refer this complaint to the the LADO in whose area the particular residential scheme will take place, and consult with them to determine the route for action to be taken.



3. DSP will cooperate with any requests from the LADO, HMCI, Police, NSPCC to facilitate any investigation – either for an incident reported directly to one of the above-named organisations, or for an incident that the DSP has reported to the LADO.
4. DSP will record all actions taken and monitor them.
5. DSP will notify HMCI (and where relevant, a placing authority) of any investigation and consequent outcome.

MONITORING

Children who are the subject of Child Protection Plans will be monitored, and accurate and secure Child Protection Records will be kept and constantly reviewed and updated.

GOOD PRACTICE GUIDELINES

- Wherever possible, staff should work in an open environment, avoiding private or unobserved situation. If not possible, staff must ensure rooms remain unlocked and accessible.
- Lead staff must minimise situations where the possibility of abuse may occur.
- All children and young adults at Kef must be treated equally, with respect and dignity.
- The welfare of the child/young adult is paramount
- Should any form of physical or medical support be required, it should be provided with dignity and with at least two members of staff of the same sex as the child or young person the subject of physical or mental support, present or nearby
- Staff training must be kept up to date in technical skills, qualifications and all insurance policies.
- Staff must avoid taking on the responsibility for tasks for which they are not appropriately trained.
- When children have to be supervised in the swimming changing rooms or dormitories, no staff member may be alone with a child at any time
- Appropriate ratios of leadership to children must be observed according to age and gender.
- Record must be kept of which children and staff are involved in specific activities, as well as any significant incidents.
- When returning from KEF programmes, children must always be collected by adults known to have permission to do so. In different circumstances, staff must obtain and verify the identity of the person collecting the child or young person.
- All staff have a duty to act as an excellent role model – this includes not smoking or drinking alcohol in the company of children and young people.



- Enthusiastic and constructive feedback rather than negative criticism must always be given.
- The mental and physical capacity of children and young people must be recognised, and staff must avoid excessive physical and mental exertion and not pushing them against their will.
- Parental consent in writing to act in loco parentis, if the need arises to administer emergency first aid and/or other medical treatment, permission in writing must be obtained in advance of any residential camp.
- Any injury that occurs must be reported and documented, along with the details of any treatment given.
- Staff should avoid doing things of a personal nature for children or disabled adults that they can do for themselves. Where this is not possible, guidelines provided in the staff handbook must be followed

PRACTICES NEVER TO BE SANCTIONED:

- Engaging in rough physical or sexually provocative games, including horseplay.
- Allowing or engaging in any form of inappropriate touching.
- Spending time in a room that is locked/ inaccessible to others, alone with a child.
- Allowing children to use inappropriate language unchallenged.
- Making sexually suggestive comments to a child, even in a playful manner.
- Reducing a child to tears as a form of control.
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted upon.
- Using photographic/filming equipment for inappropriate purposes.

STAFF DEVELOPMENT

All staff will be inducted into the contents of this Policy.