

# SAFEGUARDING CHILDREN POLICY

for

## ALL STRONG SCOTLAND CIC

### **Introduction**

ALL STRONG SCOTLAND CIC (the Company) is a company run for the following purpose:

To support the improvement and self-management of mental health and overall wellbeing.

The Company is based at:

3rd Floor, Drummond House, 6 Scott Street, Perth, United Kingdom, PH1 5EJ.

Company Number: SC613016

The Company has adopted this safeguarding children policy and expects every adult working or helping at Company to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of Company.

### **Purpose of the Policy**

This policy is intended to protect children who receive any service from us, including those who are the children of adults who may receive services from us. Under this policy, the term children shall mean any person who is under eighteen years of age.

The Company believes that no child or young person should experience abuse or harm and is committed to the protection of children and young people. This policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff, to guide our approach to child protection and safeguarding.

### **The Risks to Children**

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm of children can cover a wide range of circumstances and behaviours. For example, children can be at risk of:

#### **- physical abuse**

*This harm is not accidental.*

*Physical abuse is deliberate harm to a child which causes bruises, cuts, burns or broken bones. In babies, shaking or hitting them can cause non-accidental head injuries which can have life-altering consequences.*

*Any physical abuse can have serious consequences for children as they grow up and can cause long lasting harm.*

**- emotional abuse:**

*Emotional abuse is the ongoing emotional maltreatment. It can involve deliberately trying to scare or humiliate a child. It can also involve isolating or ignoring a child.*

*Emotional abuse often happens at the same time as neglect or other abuse.*

**- neglect**

*This is the persistent failure to meet a child's basic physical and/or psychological needs. It is likely to result in the serious impairment of the child's health or development. Neglect may happen during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer :not to providing adequate food and clothing; shelter, including exclusion from home; failing to protect a child from physical and emotional harm or danger; failure to ensure adequate supervision including the use of inadequate care-takers; or the failure to ensure access to appropriate medical care or treatment. It may also include a failure to meet a child's basic emotional needs.*

**- sexual abuse**

*The age of consent is 16years old. Below that age, the law states a young person cannot consent to sexual acts.*

*Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities can include acts such as kissing, touching or fondling the child's genitals or breasts, vaginal or anal intercourse or oral sex .*

*They may include non-contact activities, such as children looking at, or being involved in the production of pornographic material or watching sexual activities.*

*Research by the NSPCC found that 72 percent of sexually abused children do not tell anyone about what happened at the time, and that 31 percent still have not told anyone by early adulthood.*

**- bullying**

*This can be defined as deliberately hurtful behaviour. It is usually repeated over a period of time, and occurs where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical, verbal and emotional.*

*The damage inflicted by bullying can often be underestimated. Bullying can cause significant distress to children so much so it affects their health and development.*

*If you are concerned about a young person or vulnerable adult, speak to your designated safeguarding officer.*

**- self-harm**

*Any child or young person, who self-harms or expresses thoughts about this or about suicide, must be taken seriously and appropriate help and intervention should be offered at the earliest point. Any staff member, who is made aware that a child or young person has self-harmed, or is contemplating this or suicide, should talk with the child or young person without delay, seeking additional and immediate professional support from an appropriate agency if required.*

**- physical harm when engaging with activities without adequate supervision**

*Lack of supervision could lead to a range of potential accidents, including trips and falls, on purpose or accidental injury caused by another child, contact with cleaning chemicals or dangerous use of equipment. There should always be at least two staff members for any programme, including one from the partner organisation.*

The causal factors of any such harm and/or abuse can also be wide-ranging. For example, children can be placed at risk by family members or by members of the community.

**Safeguarding Principles**

Safeguarding children from harm and abuse is an essential responsibility for our Company. We are committed to ensuring that any child who comes into contact with our services is properly safeguarded. Every person under this policy must ensure that they play an active role in ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

- remaining alert and aware of possible safeguarding risks to children
- guarding children against harmful environments with appropriate actions (for example, adequate supervision or ensuring safe environments)
- taking positive steps to maintain the safety and wellbeing of children engaging with us as a Company
- reporting concerns expeditiously and appropriately, in line with child protection procedures
- understanding the duty to report specific concerns (and understanding how this interplays with confidentiality)
- challenging any inappropriate or harmful behaviour of any other adult and reporting this accordingly

- acting appropriately in the presence of children
- not taking any inappropriate risks
- not smoking, drinking or taking any form of illicit substances in the presence of children

Training of safeguarding principles shall be delivered to relevant staff and volunteers on joining the company, and refreshed annually.

### **Safeguarding Officer**

Any question, report or concern in relation to the safeguarding of children should be shared with our Safeguarding Officer:

**Name:** GWEN BUCHAN

**Email:** gwen@scotlandallstrong.com

**Telephone:** 07341777228

### **Confidentiality and Data Protection**

All personal information we may process relating to children, shall be processed and stored in accordance with our data protection privacy policy which can be located at: ON OUR WEBSITE.

### **Responding to a Safeguarding Concern**

Where a child is at immediate risk of serious harm, any adult present should call 999. Thereafter, the Safeguarding Officer should be contacted as soon as is reasonably practicable.

Where there is a safeguarding concern but no immediate risk of serious harm, the adult who has heard or witnessed this concern should consult with the Safeguarding Officer as soon as practicable and by no later than the end of that same day.

Where any child makes a disclosure relating to harm or abuse to an adult, it is important to:

- listen calmly and carefully, showing that their their views are taken seriously
- provide an appropriate and honest level of reassurance
- avoid interrogating children and asking probing, intrusive and/or leading questions
- avoid making false promises regarding secrets and confidentiality with the child (because any concern of abuse/harm must be shared with the Safeguarding Officer and any subsequent safeguarding referral)

- make a confidential *written* record of the discussion either during the discussion or immediately afterwards. The record should include the key details of the disclosure together with any relevant times, dates, places and people concerned. Audio and video recordings of children making disclosures should be avoided
- refer all relevant information to the Safeguarding Officer as soon as practicable afterwards, and by no later than the end of the day

Upon receipt of any safeguarding concern, the Safeguarding Officer shall consult with any other relevant persons and will make any appropriate referrals to the relevant authorities, such as the applicable Local Authority Children's Services department.

(Perth & Kinross Council Child Protection Team)

[Childprotection@pkc.gov.uk](mailto:Childprotection@pkc.gov.uk) / 01738 476768

### **Reporting concerns about other adults within the Company**

Where any person has a concern regarding the conduct of an adult connected to the Company, which poses or may pose a safeguarding risk to children such as:

- harming a child either physically or emotionally
- exposing a child to behaviour which may cause physical or emotional harm
- engaging in criminal activity concerning a child

this must be raised in the first instance with the Safeguarding Officer (or where this is not appropriate, a different senior member of the organisation) so that the next appropriate steps may be agreed and actioned. We recognise that there could be circumstances where a person may need to report a matter that has taken place in a setting outside of the person's engagement with the Company.

Usually, any appropriate steps following a safeguarding referral in respect of an individual connected to the Company will include either:

- further initial enquiries
- escalation to the applicable Local Authority Children's Services department for assessment and/or the police for investigation
- instigation of any appropriate disciplinary, formal investigation processes and suspension of any person concerned within the Company
- a referral to Disclosure Scotland, or any other relevant regulatory bodies

Any person within the Company who has allegations made against them shall be informed properly in a formal meeting of the particulars of the allegations and the relevant next steps which shall be taken. Such a meeting should ordinarily be held by the Safeguarding Officer. On certain occasions, such a meeting may not be

convened until this has been approved by any authorities involved (such as the police or the relevant Local Authority).

Any person from within the Company who has allegations made against them shall be treated fairly. All enquires, investigations and decisions taken shall be just and fair, with the safety of any child concerned at the heart of the process.

Any person from within the Company who makes an allegation against another person from within the Company shall be listened to, taken seriously and shall be treated fairly and justly throughout the process of enquiries, investigations and decision making.

### **Disclosure Scotland Checks and Reporting**

Checks under the appropriate legislation should be undertaken wherever required. The groups of people we will usually undertake checks with Disclosure Scotland in relation to are:

All employees and volunteers who undertake instruction or supervision of activities with children and/or vulnerable adults.

Wherever we deem it is necessary and appropriate to remove any individual from a position of work in a activity which is regulated under the relevant legislation, we shall also be obliged to make a referral to Disclosure Scotland.

**PVG Scheme Membership is ongoing and does not expire, however we will renew full checks at least once every three years.**

### **Safeguarding Children at Events and Activities**

#### **Responsibilities and planning**

Typically, we may arrange the following types of events and/or activities which could involve children:

Fitness & Guided Relaxation sessions.

The Safeguarding Officer shall hold ultimate responsibility for the safety and appropriateness of the event. They may however appoint a delegate for some responsibilities the purpose of a specific event.

Although the Safeguarding Officer and any appointed delegates will hold ultimate responsibility for overseeing the safety for events and activities, all individuals under this policy must also play an active role in ensuring the safety of children at all times.

Appropriate background checking shall be undertaken for any adult engaged by us in connection with an event or activity involving children, wherever this is required by law (see the relevant section above).

For certain types of events or activities, we may issue an additional code of conduct, policy, or some specific other requirements which is specific to that occasion. Any such additional documentation will be made available to all those concerned (staff members, parents, guardians etc.) in advance. They should be read carefully and adhered to.

### Venues

Any events or activities held by us will typically take place at:

3rd Floor, Drummond House, 6 Scott Street, Perth, PH1 5EJ.

We have carried out a health and safety risk assessment of this location in reference to its safety and suitability for children. Where any events or activities are held at any other location we shall also carry out a risk assessment.

The fire safety procedure at this location can be found in the following location:

At the entrance to our facility and by request.

### First Aid

We have the following first aid procedure within the Company:

At reception.

Any accident or injury concerning a child should be brought to the attention of the nearest first aider and should thereafter be formally reported to the Safeguarding Officer.

### Consent forms

We shall always obtain written consent from a parent or guardian for any event which takes place with children in attendance without their responsible parent or guardian present. Consent will be obtained via:

In written format in-person on child's first visit.

Consent forms will include emergency contact details and will set out any specific safety needs/requirements for children.

All consent forms will be kept secure and shall be stored in accordance with our data protection privacy policy.

### Supervision

For most activities and events, our procedure for supervision of children is as follows:

Support workers from partner organisations as well as All Strong staff, with a minimum of two supervising adults for eight children (12-15 years). We have a max of 8 youngsters in any group.

Where we hold any events or activities whereby a child attends alongside their parent or guardian, parents and guardians should ensure that children are properly supervised.

### **Managing Behaviour of Children Generally**

Whenever any adult engaged by us is faced with challenging or inappropriate behaviour from a child or with conflict between children, they must:

- treat each child fairly and equally
- approach the situation in a calm and neutral manner
- only ever use physical restraint/intervention in order to protect the immediate safety of a person, for example to prevent an injury or harm either to the child or others
- wherever it is justified to physically restrain a child or to physically intervene, the amount of force used should be kept to the absolute minimum taking into account the risk posed
- make a written record of the incident and ensure this is reported appropriately to the Safeguarding Officer

### **Managing Risks Posed by Other Children**

It is important for all adults engaged by us to recognise that children can face harm from their peers. This can commonly take the form of bullying. Bullying can be defined as any behaviour which is:

- repeated; and
- has the intention of hurting somebody either physically or emotionally.

Bullying can sometimes be motivated by prejudices based on certain groups, for example gender, race, religion or sexual orientation. Bullying can often include:

- physical harm perpetrated against another child
- name calling and threats
- cyberbullying (threats and abusive comments made via technology)

Any instance of bullying or concern relating to possible bullying between children at any event or activities arranged by us will usually be dealt with by us in the first instance as follows:

All children and any relevant staff will be spoken to in the first instance to ascertain facts. A verbal warning will be given and any education required provided in collaboration with our partner organisation.



Where any behaviour amounting to bullying continues following this, the following steps will be taken:

The child or children which have been found to persist in behaviour which amounts to bullying of a child shall no longer be permitted to attend the premises.

All steps in relation to the prevention or management of bullying should be taken in consultation with the Safeguarding Officer.

### **Photography**

On some occasions, we may take photographs featuring children. We recognise that photography of children carries risks, such as:

- the potential for images to be re-used, shared or adapted in a damaging or inappropriate manner
- the general risk of sharing images and the impact this could have on child's public image as they grow older

In view of these risks, we will:

- always ask for written permission from a child and their parent/guardian before taking and sharing any image of them
- always ensure that a child and their parent/guardian are properly informed how an image will be used and shared
- always ensure that a child's identity is protected as far as is possible within any published material
- ask that parents, guardians, children and any other person connected to them who may wish to share any of our published images which features other children to refrain from doing so unless they have the permission of the other children and their parent/guardian
- always store photos in accordance with our data protection policy.

We ask that any members of the public attending our premises, events or activities do not take photographs.

### **Other Policies**

We have referred within this document to the following other important policies which should be read in conjunction with this policy:

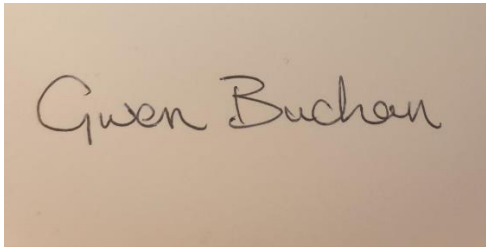
- Our data protection policy
- Our first aid policy

## **Legal Framework**

This policy has been drawn up in accordance with all relevant and applicable legislation and guidance available to the Company in the jurisdictions it operates within.

This Policy is approved and robustly endorsed by ALL STRONG SCOTLAND CIC and is due for review every 2 YEARS.

**Signed:** \_\_\_\_\_ GWEN BUCHAN (Safeguarding Officer)

A rectangular area containing a handwritten signature in cursive script that reads "Gwen Buchan". The background is a light brown or tan color.

**Date:** 27/05/2022