

| | |
|---------------|------------------|
| POLICY | Child Protection |
| POLICY NUMBER | CFL031 |
| EDITION | |
| DATE OF ISSUE | DATE OF REVIEW |
| SIGNATORY | |

1. Introduction

Confidance for Life is committed to promoting the rights of children. We are committed to upholding children's right to be protected from abuse and harm and upholding children's right to be involved in decisions that affect their lives. We believe that the welfare of children should always be the most important consideration in decisions that affect them.

2. Policy Aims

This policy has been produced by Confidance for Life to help encourage and maintain an environment where all children are valued and their right to safety is upheld and to ensure that the risk of children being harmed or abused is minimised.

Confidance for Life's child protection policy aims to:

- Ensure that each worker is clear about their roles, responsibilities and accountability
- Ensure that each worker is working in a way that reflects the values and aims Confidance for Life
- Ensure that each worker works consistently when acting on concerns about child abuse
- Ensure that each worker works consistently when recording information relating to child protection
- Ensure that Confidance for Life works in a consistent way with statutory organisations to protect children
- Ensure that each worker works in a way that facilitates the empowerment of children
- Ensure that Confidance for Life operates safe recruitment practices
- Enable workers to raise concerns about dangerous practice (whistle-blowing)
- Ensure Confidance for Life provides workers with appropriate learning and development opportunities so that they are equipped to work in the area of child protection.

3. Legislative & Regulatory Framework

The United Nations Convention on the Rights of the Child (1989) and Children Scotland Act (1995) sets out children's legal right to be protected from abuse, neglect and exploitation.

The Protection of Children (Scotland) Act 2004 outlines the employer's responsibilities in terms of the safe recruitment of workers.

The Care Commission National Care Standards for Early Education & Childcare and Support Services also outline services' responsibilities in relation to Child Protection.

Confidance for Life fully recognises its responsibilities under these regulatory frameworks and has adopted this policy to ensure that workers are able to fulfil these requirements.

4. Definitions

4.1 Child

A child is defined under the UN Convention on the Rights of the Child (1989) as someone up to the age of 18 years. This is the definition that Confidance for Life has adopted for the purposes of this policy.

4.2 Child Abuse

Child abuse takes many forms. Some examples of what constitutes child abuse are given below. This is not an exhaustive list.

Physical Abuse

Physical abuse involves the actual or attempted physical injury to a child. This may involve hitting, shaking, throwing, poisoning, scalding, drowning or suffocating. It can cause pain, injury or even death.

Emotional Abuse

Emotional abuse involves the persistent emotional ill treatment of a child such as to cause severe and adverse affects on their emotional development. This may involve degrading treatment, being threatened or conveying that they are worthless, unloved or inadequate.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities. This includes situations where the child may be unaware of the inappropriateness of the activity they are being involved in. This may involve physical contact, including penetrative or non-penetrative acts, and non-physical contact such as forcing or encouraging children to watch pornographic materials, to watch sexual activities or to behave in sexually inappropriate ways.

Neglect

Neglect involves the persistent failure to meet a child's basic physical and or physiological needs. This may involve failure to provide food, clothing, medical care or cleanliness or exposing a child to situations where they are likely to experience unnecessary suffering or injury.

Child protection is about protecting children from intentional or unintentional abuse and harm.

5. Responsibilities

5.1 Confidance for Life is responsible for:

- Respecting and promoting the rights, wishes and feelings of children
- Keeping informed of current developments and understanding information about data protection, confidentiality, and other legal issues that impact child protection
- Promoting and implementing appropriate procedures to safeguard and protect children from abuse
- Recruiting, training, supporting and supervising staff to safeguard and protect children from abuse and minimise risk to or harm
- Requiring staff to adopt and abide by Confidance for Life's Child Protection Policy
- Monitoring and reviewing the Child Protection Policy.

5.2 Confidance for Life's Child Protection Worker is responsible for:

- Acting as the main contact within Confidance for Life for child protection
- Providing information and advice within Confidance for Life for child protection issues
- Supporting and raising awareness of the child protection issues
- Establishing and maintaining contact with local statutory organisations such as Social Work and the Police and local Child Protection Committees.

5.3 All Confidance for Life workers are responsible for:

- Respecting and promoting the rights, wishes and feelings of children
- Recognising and being alert to the signs that children may need protection
- Taking appropriate actions to protect children who are at risk
- Work with families, within Confidance for Life and across agencies to support and protect children who are at risk
- Maintaining up-to-date records that detail concerns and risk factors in a child's file
- Actively managing the sharing of information with other agencies when a child is in need of protection
- Keeping informed of current developments and understanding information about data protection, confidentiality, and other legal issues that impact child protection
- Attending appropriate training in relation to child protection.



5.4 Confidentiality in Child Protection

Confidance for Life's Confidentiality Policy outlines our approach to confidentiality. Service users will be provided with information about this policy and the limits of confidentiality when they start to use the service.

Where Confidance for Life workers have concerns in relation to child protection, they will act in accordance with their child protection procedures. This may mean that confidentiality between the service user and worker will not be maintained

Confidance for Life will make every effort to discuss child protection concerns with the service user/s involved, the actions that they plan to take and seek the service user's consent about disclosing information before instigating any child protection procedures. However, there may be instances where this is not feasible or where failure to act immediately could further endanger a child.

5.5 Facilitating Children's Empowerment in Child Protection

Information for Service Users

Confidance for Life will introduce all service users to our child protection policy when they begin to use our services.

Involving Children in Child Protection

Confidance for Life strives to ensure that children's views are taken into account in all matters that affect their lives. We will endeavour to involve children in decisions relating to child protection. However it is recognised that there may be occasions where this is not possible, for example where it may endanger a child.

5.6 Dealing with a disclosure from a child

Confidance for Life recognises the importance of listening carefully to a child if they disclose information about abuse.

If a child discloses to a Confidance for Life worker, the worker will:

- Listen carefully to the child
- Reassure the child – tell them they have done the right thing in speaking about the abuse
- Acknowledge the information is received
- Follow the appropriate child protection actions as detailed in 5.6 of this policy

5.6 Acting on child protection concerns

Confidance for Life will work in a consistent way to protect children and young people.



REGISTERED CHARITY NUMBER SC037515

Confidance for Life's Child Protection procedure details how workers will act on child protection concerns.

5.7 Collaborative work with statutory organisations in child protection

Confidance for Life recognises the importance of working in collaboration with statutory organisations to protect children.

Confidance for Life's Child Protection Procedure details how workers will work with statutory organisations to protect children.

6. Safe Recruitment

Confidance for Life will take all reasonable steps to ensure that unsuitable people are prevented from working with children through the implementation of safe recruitment processes.

Confidance for Life's Recruitment and Selection Policy provides more information on the steps that we will take to achieve this.

7. Disciplinary Procedures

Workers who do not comply with or fail to implement our Child Protection Policy will be subject to disciplinary procedures in line with our Disciplinary Policy.

8. Support & Supervision

Confidance for Life's workers will use supervision as an opportunity to explore practice issues in relation to the support they provide and in particular around child protection issues.

Confidance for Life's Support and Supervision Policy outlines the organisation's approach to support and supervision.

9. Whistle blowing

Confidance for Life seeks to ensure that there is an organisational culture where poor and dangerous practice is challenged.

Confidance for Life's Whistle Blowing Policy provides more information on the steps that we will take to achieve this.



10. Learning & Development

All workers of Confidance for Life will receive a copy of the Child Protection Policy and their role in implementing the policy will be fully explained. In the implementation of this policy we will identify any training requirements for workers in relation to child protection.

Confidance for Life's Child Protection policy will form part of the induction package for all new workers.

11. Monitor & Review

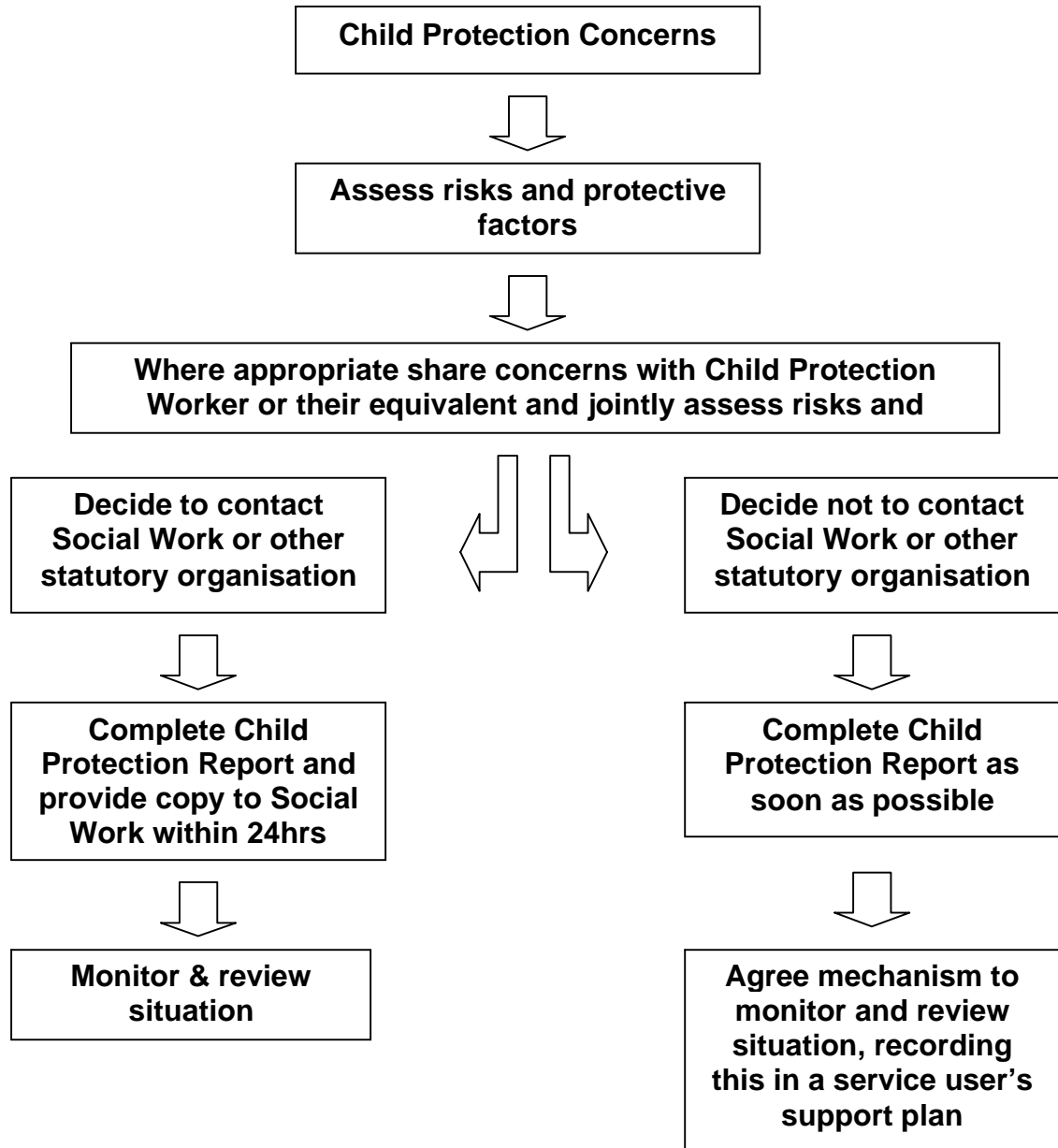
Confidance for Life will monitor and review this policy on an annual basis and when there are relevant changes in legislation or circumstances.

12 Confidance for Life Child Protection Procedure

Confidance for Life's Child Protection Procedure details how our workers will work in matters relating to child protection. This procedure will be used in conjunction with our Child Protection Policy

1. Acting on child protection concerns

If a worker believes a child's safety is at risk they will take the following actions:



Every effort should be made to involve the child in any child protection actions that Confidence for Life plan to take, however there may be instances where this is not feasible (for example where this would put them at additional risk or if there is not time).



REGISTERED CHARITY NUMBER SC037515

2. Collaborative work with statutory organisations in Child Protection

Confidance for Life recognises the importance that collaboration has in protecting children. This part of the procedure details how we will work with statutory organisations in relation to child protection.

After a referral by Confidance for Life

Once a referral has been made to a statutory agency, the Confidance for Life Child Protection Worker will establish the role that the organisation is required to take in any assessment that is made of the child and their situation.

If a Child Protection Case Conference is called, the Confidance for Life Child Protection Worker will liaise with the statutory agency so that the child's key worker and the Child Protection Worker can attend the conference. Both the Child Protection Worker and the child's key worker will be expected to provide a written report to this conference.

Should there be a disagreement between Confidance for Life and the statutory agency as to the decision made to hold or not to hold a Child Protection Case Conference, the Child Protection Worker is responsible for expressing in writing our concerns as to the decision made to the appropriate person at the statutory organisation.

Children subject to statutory interventions

If a child that Confidance for Life is supporting is subject to statutory interventions the following actions will be followed:

- Confidance for Life will agree with the statutory organisation the specific role and tasks that we will carry out
- These roles and tasks will be recorded in any care plans or child protection plans
- These plans will be reviewed and assessed at child protection review conferences in which Confidance for Life will participate in accordance with the care plan.