



CHILD SAFEGUARDING, PROTECTION & PREVENT POLICY

INTRODUCTION

OUTPOSTS LTD takes into account the interests and well-being of all young people with whom we are working. All employees will respect the rights, wishes and feelings of the young and take all reasonable, practicable steps to protect them from physical, sexual and emotional abuse.

Legal framework

Outposts Ltd's Child Safeguarding, Protecting & Prevent Policy is set in accordance with the following legislation and government guidelines:

- ⊗ **The Children Act 1989**
- ⊗ **United Nations Convention on the Rights of the Child 1991**
- ⊗ **Data Protection Act 1998**
- ⊗ **Protection of Children Act 1999**
- ⊗ **Sexual Offences Act 2003**
- ⊗ **Children Act 2004**
- ⊗ **Safeguard Children 2006 & 2010** (protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation))
- ⊗ **Protection and Freedoms Act 2012**
- ⊗ **The Prevent Duty 2016** (identify children who may be vulnerable to radicalisation)

Policy statement/aims

Outposts Ltd has a duty of care to safeguard all children from harm whilst involved in Outposts Ltd.'s activities. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. Outposts Ltd will ensure the safety and protection of all children involved in activities through adherence to the Child Safeguarding, Protecting & Prevent Duty guidelines adopted by Outposts Ltd.

A child is defined as a person under the age of 18 years (The Children Act 1989).

All staff employed at Outposts Ltd are Enhanced DBS checked.

We recognise that:

All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have the right to equal protection from all types of harm or abuse.

We keep them safe by:

- ensuring that we have an effective complaints procedure in place;
- ensuring we provide a safe physical environment for young people by applying health and safety measures in accordance with law and regulatory guidelines;
- ensuring our code of behaviour (attached) is enforced



Outposts Ltd. Safeguarding, Child Protection and Prevent Procedure

If you suspect a child is being abused / harmed / groomed / radicalised:

1. Immediately tell the member of staff in charge of the group.
2. Record the facts as you know them and give a copy to the Managing Director or Operations Director.

If a child tells you about abuse / harm /grooming / radicalisation:

1. Allow the child to speak without interruption, accepting what is said.
2. Alleviate feelings of guilt and isolation, while passing no judgment.
3. Advise that you will try to offer support, but that you must pass the information on to a member of staff.
4. Immediately tell the member of staff in charge of the group.
5. Record the facts as you know them and give a copy to the Managing Director or Operations Director.

If you receive an allegation about any adult or about yourself:

1. Immediately tell the Managing Director or Operations Director.
2. Record the facts as you know them and give a copy to the Managing Director or Operations Director.
3. Try to ensure no-one is placed in a position, which could cause further compromise.

You must immediately inform the Managing Director or Operations Director if any of the above circumstances occur.

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CODE OF BEHAVIOUR

- ⊕ **Do** treat everyone with respect.
- ⊕ **Do** provide an example you wish others to follow.
- ⊕ **Do** plan activities, which involve more than one other person being present, or at least are within sight or hearing of others.
- ⊕ **Do** respect a young person's right to personal privacy.
- ⊕ **Do** provide access for young people to talk about any concerns they may have.
- ⊕ **Do** encourage young people and adults to feel comfortable and caring enough to point out attitudes or behaviour they do not like.
- ⊕ **Do** avoid situations that compromise your relationship with young people and are unacceptable within a relationship of trust (e.g. a sexual relationship between a leader and a youth member over the age of consent).
- ⊕ **Do** remember that someone else might misinterpret your actions, no matter how well intentioned.
- ⊕ **Do** recognise that caution is required even in sensitive moments of counselling, such as when dealing with bullying, bereavement or abuse.

- ⊕ **Do NOT** permit abusive peer activities (e.g. initiation ceremonies, ridiculing, bullying).
- ⊕ **Do NOT** play physical contact games with young people.
- ⊕ **Do NOT** have any inappropriate physical or verbal contact with others.
- ⊕ **Do NOT** jump to conclusions about others without checking facts.
- ⊕ **Do NOT** allow yourself to be drawn into inappropriate attention seeking behaviour such as tantrums or crushes
- ⊕ **Do NOT** show favouritism to any individual.
- ⊕ **Do NOT** make suggestive remarks or gestures, even in fun.
- ⊕ **Do NOT** let suspicion, disclosure or allegation of abuse, go unrecorded or unreported.
- ⊕ **Do NOT** rely on just your good name to protect you.
- ⊕ **Do NOT** believe "it could never happen to me".
- ⊕ **Do NOT** engage in any online activity or social media with anyone you meet through Outposts under the age of 18 or who may be considered vulnerable under any circumstances. (Should anyone try to contact you – do not reply and report to Operations Director)
- ⊕ **Do NOT** take or share any image or video content of young people without the express permission of Outpost Ltd and the relevant school/organisation.
- ⊕ **Do NOT** use personal phones or photographic equipment if taking approved photos or videos, instead use an Outposts camera.