



FSL CHILD PROTECTION POLICY

Guiding Principle; The child or young person's welfare is paramount

Fostering Support Ltd believes that it is the duty of all those employed by or involved in the organisation to assist in the prevention of neglect, physical, sexual or emotional abuse of all children (0-17 yrs).

FSL require all people wishing to take up paid or voluntary work involving contact with children to be enhanced CRB checked. Applicants without direct contact with children and young people are required to sign an application form giving:

- their full name, current and recent addresses and date of birth; (FSL may also wish to see a driving licence or passport to ensure that the applicant is not assuming a false identity.
- details of previous experience (if any) voluntary or paid, of working with children at any time
- permission to contact, in writing and in person, at least one person who has experience of their work or contact with children and who may be asked for a reference;
- details of any convictions for criminal offences against children, including any 'spent' convictions under the Rehabilitation of Offenders Act 1974;

Each paid member of staff or volunteer who comes into contact with children through FSL has a clear idea of their role. This includes:

- The person to whom they will be accountable for their work;
- The person(s) whose work they will supervise (if any);
- A description of the work they will undertake with children, with reference to any relevant guidelines produced by the organisation for safeguarding the welfare of those children;
- The duty to prevent the abuse of all children in contact with the organisation, and reference to the action to be taken if abuse is discovered or disclosed

Director FSL meets each paid or volunteer staff member on a regular basis to review and plan their work. If any child appears to be receiving exceptional treatment, either being highly favoured or being treated unduly harshly, the Director explores the relationship further with the paid or volunteer staff member and with the child concerned to ensure that the child's welfare is secure.

This policy will be kept up to date, particularly as the organisation changes in nature and size. In order to ensure this the policy and the scope of the organisation will be reviewed on a yearly basis.

Guidance and training

All paid and volunteer staff should familiarise themselves with guidance (*What to do if you are worried a child is being abused: Department of Health 2003*) and note the following brief written

Fostering Support Limited

Registered Office: The Old Chapel,
Stroud, Petersfield,
Hampshire
GU32 3PD

Tel: 01730 231603
Mobile: 07801 729106
Email: info@fosteringsupport.co.uk
Web: www.fosteringsupport.co.uk

Registered in England and Wales Company No. 5099611

guidelines setting out the steps they must take if a child discloses details of abuse to them, or if they discover evidence that abuse could have taken place;

- Reminder; it is the staff member's duty to help prevent abuse, including the duty to report any abuse discovered or suspected using guidance on what constitutes abuse.
- If you suspect that a child is being abused or a child discloses abuse;
 1. Allow the child to speak without interruption
 2. Advise that you will try to offer support but that you must pass that information on
 3. Alleviate feelings of guilt and isolation without passing judgement
 4. Do not ask leading questions
 5. Provide the child with some indication as to what might happen when abuse is reported
- Immediately inform the named child protection representative if abuse is disclosed, discovered or suspected.
- Record the facts as you know them and give a copy to the named child protection representative.
- Following discussion if appropriate the agencies which have statutory responsibility to investigate, namely the Social Services or the Police in the area of the child's address will be contacted.

FSL is aware of the need for ongoing training. Giving staff instructions and guidelines without equipping them with the skills and knowledge for implementation is not an effective means of child protection.

Definitions

Neglect including:

The persistent or severe neglect of a child, or the failure to protect a child from exposure to any kind of danger including cold or starvation or extreme failure to carry out important aspects of care.

Physical Abuse including:

Actual or likely physical injury to a child, or failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation and Munchausen's Syndrome by proxy.

Sexual Abuse including:

Actual or likely sexual abuse / exploitation of a child or adolescent.

Suspicion of abuse based upon either a direct statement / disclosure from the child or knowledge of the child's circumstances, behaviour, physical signs and symptoms following a direct statement from the child.

Emotional Abuse including:

Actual or likely severe adverse effect on the emotional and behavioural development of a child / young person caused by persistent or severe emotional ill treatment or rejection

Person responsible; Debra Gibbs: Director FSL

Last Reviewed: 12.1.07

Fostering Support Limited

Registered Office: The Old Chapel,
Stroud, Petersfield,
Hampshire
GU32 3PD

Tel: 01730 231603
Mobile: 07801 729106
Email: info@fosteringsupport.co.uk
Web: www.fosteringsupport.co.uk

Registered in England and Wales Company No. 5099611