



Child Protection Policy for Haredown Mountain Boarding Centre.

Mission Statement:

Whilst children are in the care of, or on the premises of Haredown Mountain Boarding Centre (Haredown) their welfare is paramount. Haredown as an organisation strives to provide a fun and safe environment for children to enjoy themselves and believes that all children have the right to protection from abuse.

All suspicions and allegations of abuse or misconduct will be responded to swiftly and appropriately. In this policy a child is defined as any person under the age of 18.

The physical environment must be maintained so as to provide a safe and enjoyable area for children to partake in the onsite activities. Any concerns must be reported immediately to the centre manager.

Staff:

It has been decided that criminal records checks will not be carried out on all staff as they will not have access to children on a one-to-one basis in a private or enclosed environment. Staff will have to attend an interview to assess suitability and fully accept all procedures and policies relating to the protection of children at Haredown. Staff should always behave in an appropriate manner and observe good practice to ensure false allegations are not made.

Example of good practice are:

- Acting as role models to younger or impressionable people, for example not smoking, swearing or acting inappropriately in front of them.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Always working in an open environment, avoiding private or unobserved situations and encouraging open communication.
- Not allowing inappropriate physical or verbal behaviour to go unchallenged.
- Treating all children equally with respect and dignity.
- Maintaining a safe and appropriate distance from children.
- Making sport fun, enjoyable and promoting fair play.

Date of last review: 20th May 2009.
Reviewed by: Johanna Holt



Incidents that must be reported and recorded:

If any of the following should occur you should immediately report this to another member of staff and record the incident.

- If you accidentally hurt a child.
- If any child seems to be unduly stressed in any manner.
- If a child seems to be sexually aroused by your actions.
- If a child misunderstands or misinterprets something you have done.

Reporting concerns:

Haredown will fully support and protect any staff or volunteers who in good faith report their concerns that a colleague is or may be abusing a child. Any suspicions must be reported to the centre manager, Stephen Williams, who will immediately take steps to ensure the welfare of the child in question and of any other children who may be at risk. The centre manager will also contact the relevant authorities immediately.

If the allegation is regarding malpractice by the centre manager then concerns should be expressed to the centre owner John Holt, who will act as above. Any concerns that a child may be being abused by someone outside of the organisation (e.g. a parent or carer) must also be reported to the centre manager who will decide on the appropriate action to take.

Confidentiality:

Every effort should be made to ensure confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only.

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Reviewed by:

20th May 2009.
Johanna Holt