

## **SWINDON HINDU TEMPLE TRUST**

### **CHILD PROTECTION POLICY**



#### **Statement of Intent**

***Swindon Hindu Temple Trust, hereinafter referred to as "Trust" recognises that it has a responsibility to ensure the safety and well-being of all children involved at the Trust and in its activities.***

#### **Principles**

Swindon Hindu Temple Trust has adopted the following principles in relation to Child protection:

- The child's welfare is paramount.
- Anyone under the age of 18 is considered as a child for the purpose of this policy.
- All children - whatever their age, culture, disability, gender, racial origin, language and/or religious beliefs have the right to protection from abuse.
- All allegations and suspicions of abuse will be taken seriously and responded to swiftly and appropriately. They will not be ignored.

#### **What is Child Abuse?**

***Child abuse is the term used to describe how children are harmed, often by adults but also by other children and young people. Children with special needs are particularly vulnerable and in need of special care. Children are mainly abused by the people they know and trust. Abuse may happen at home within the family or within a public environment such as school or a sports centre.***

Child abuse can take a number of forms but can be identified under four general categories:

- Physical abuse.
- Neglect.
- Emotional abuse.
- Sexual abuse.

#### **Listening to Children**

If a child says that he or she is being abused or provides information that suggests that they are being abused, the person receiving that information shall:

- Be calm and reassure the child but not make promises that may not be kept, e.g. telling the child that no else will be told.
- Discuss with the child who needs to be told about the situation.
- Take what the child says seriously.
- Ask questions only to clarify understanding of what the child has said. (Do not interrogate the child.)
- Let the child know you understand what they have said and that you will act upon it.

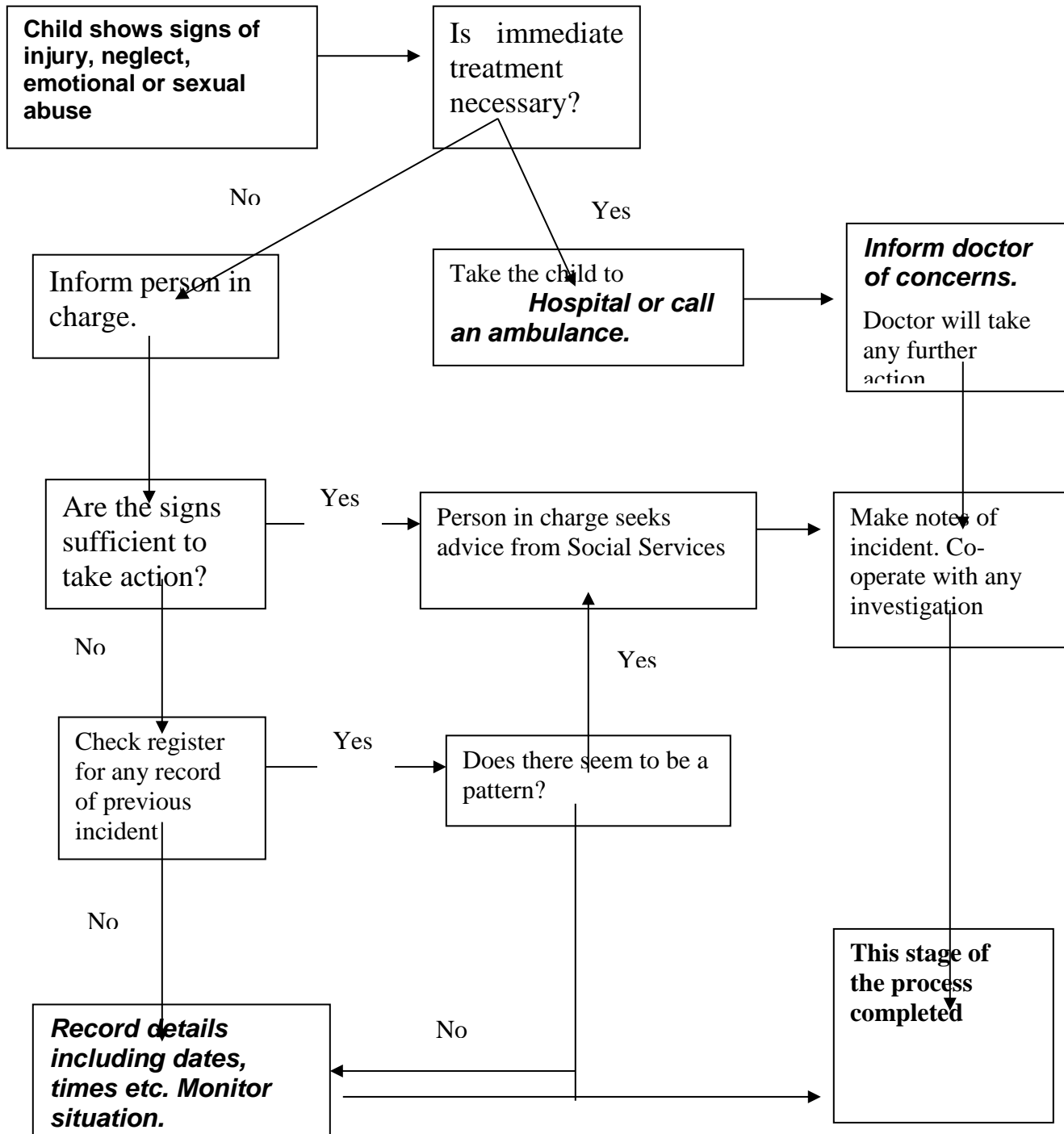
#### **Policy**

In order to protect children/young people from abuse, the Management Committee will:

- Respond to allegations and concerns, and collate Child Protection data. (These could be co-opted if needed.)

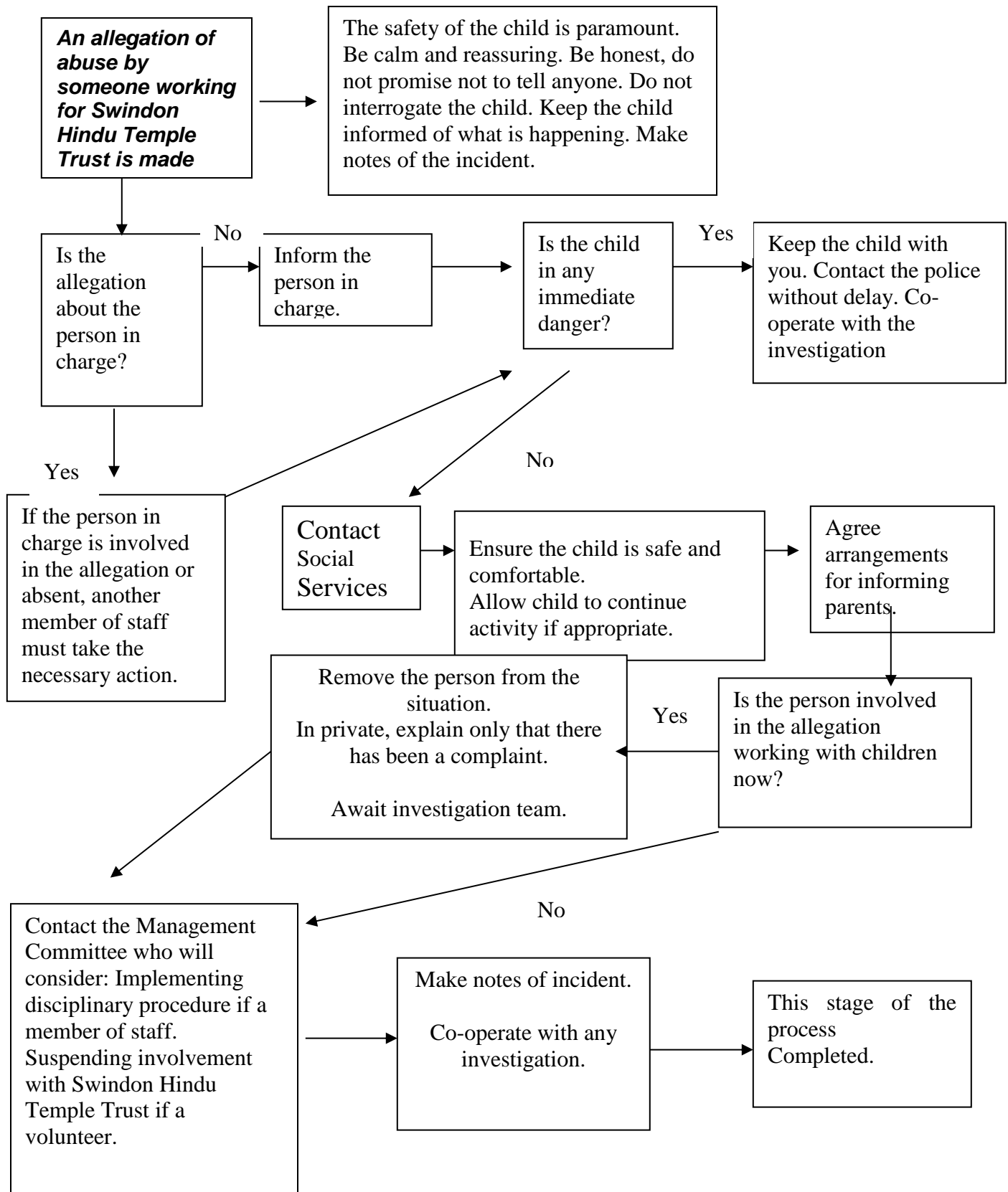
- Ensure that appropriate recording and monitoring systems are in place.
- Ensure that all users, workers and Management Committee members are aware of this policy.
- Enforce this policy.
- Evaluate and review this policy regularly.

### Responding to Signs of Abuse



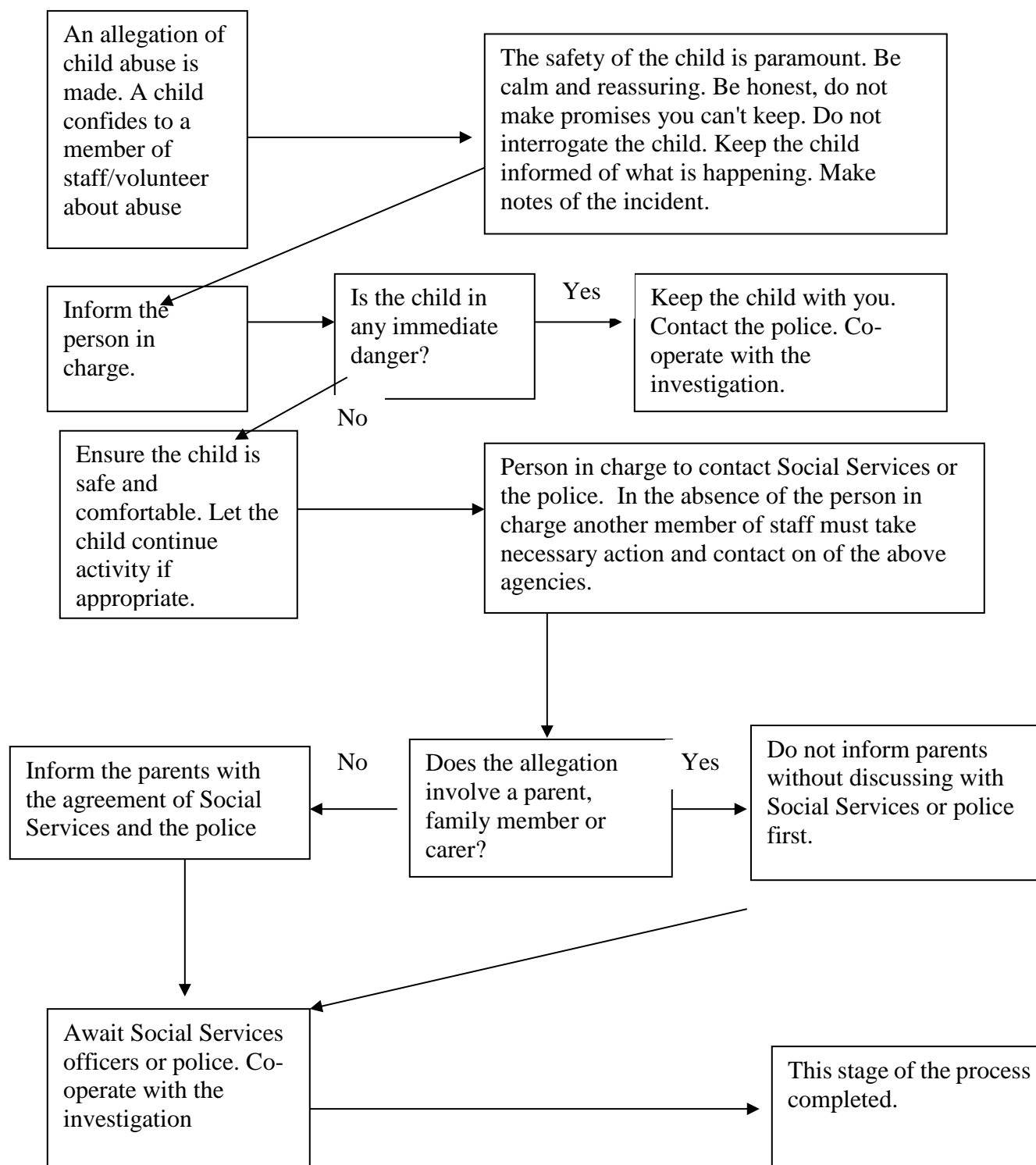
Dealing with an Allegation\* of Child Abuse against Someone Working for Swindon Hindu Temple Trust

\*An allegation is a statement that a child is being harmed by an adult or child.



## **Responding to Allegations\* of Abuse against Someone Outside of Swindon Hindu Temple Trust**

\*An allegation is a statement that a child is being harmed by an adult or child.



### **Recording Information**

The person in charge shall maintain a confidential record book in which staff/volunteers log details of any incidents and circumstances that have caused them concern. All concerns shall be recorded (whether Social Services are to be involved or not).

The following information shall be recorded:

- Name and address of child
- Age, date of birth
- Name and address of adults involved if known
- Date and time of the alleged incident
- Nature of injury or behaviour
- If the child arrived with an injury
- Child's explanation of what happened in their own words
- Adult's explanation of what happened
- Date and time of the record
- Any questions that were asked
- Signature of person recording the incident.

**Recorded information shall be based only on facts. It shall not include assumptions and shall not refer to child abuse.**

**NB. The person recording information may be required to give this information to a Social Worker, the Police or the Court at some future date.**

### **Recruitment of Staff**

Swindon Hindu Temple Trust will endeavor to take all possible steps to prevent unsuitable people working with children.

### **Working with Children**

It is essential that care is taken to minimise the possibility for abuse and misunderstanding and misinterpretation. False allegations are rare but general good practice will help prevent them. The following list includes behaviour that the majority of staff/volunteers working with children should never engage in:

- Be alone with children out of public view. Leaders should not ask staff/volunteers to work with children in situations where staff/volunteers will be completely unobserved.
- Kiss children.
- Engage in rough or sexually provocative games.
- Make sexual comments.
- Let allegations, made by anyone, go unacknowledged, unresolved or not acted upon.

Staff/volunteers should be aware of the potential for misunderstanding when touching children.

If it is an accepted part of an activity, touching should be appropriate to the situation and follow accepted guidelines where they exist. Consoling a child who is upset, administering first aid or supporting a participant in an activity is acceptable and necessary behaviour.

***Staff/volunteers should, however, endeavour to minimise any possible misunderstanding of their actions.***

## Legislation

There is a considerable body of legislation designed to ensure that children are protected and it is important to understand that everyone is responsible for the safety of children. The main Acts include:

### **Children Act 1989**

The intention of the Children Act is to protect children and ensure that their welfare and development is paramount and promoted. The Act gives local authorities a responsibility for ensuring that this happens by working together with all relevant agencies. The act says that only the police, Social Services and the NSPCC have the legal right and responsibility to investigate concerns about child abuse.

### **The Children (Protection from Offenders) (Miscellaneous Amendments) Regulations 1997**

These regulations came into force in October 1997. They are mainly concerned with preventing the approval of people as foster carers or adoptive parents where either they or any other member of their household over the age of 18 is known to have been convicted of, or cautioned for, relevant offences. These regulations also apply to childminding, private fostering and residential care.

### **The United Nations Convention On The Rights Of The Child**

The United Nations Convention sets out the rights of all children, including their right to be protected from harm.

### **Rehabilitation of Offenders Act 1974**

This act allows people not to declare convictions to employers. People who are involved in situations where they have sustained or prolonged access to children are exempt from the Rehabilitation of Offenders legislation. This means that prospective employees, self-employed workers and volunteers must declare all criminal convictions relating to children, however long ago; and that these will be considered when deciding on their suitability for working with children.

### **Health and Safety at Work Act 1974**

The Health and Safety at Work Act gives all organisations a legal responsibility to prevent injuries and ill-health to employees and others, including members of the public. Much of this responsibility is delegated to managers who have control of work activities but the legislation also provides all employees with an obligation to take reasonable care of themselves and others.

The welfare of the child is paramount and all reasonable steps must be taken to protect them from harm.