

ABERGAVENNY BOROUGH BAND

CHILD PROTECTION POLICY

1 Child Protection Policy

1.1 Introduction

Everyone who participates in Abergavenny Borough Band is entitled to do so in an enjoyable and safe environment. The Band has a moral and legal obligation to ensure that, when given responsibility for young people, coaches and volunteers provide them with the highest possible standard of care.

The Band is committed to devising and implementing policies so that everyone accepts their responsibilities to safeguard children from harm and abuse. This means to follow procedures to protect children and report any concerns about their welfare to appropriate authorities.

The aim of the policy is to promote good practice, providing children and young people with appropriate safety/protection whilst in the care of the Band and to allow Trustees, coaches and volunteers to make informed and confident responses to specific child protection issues.

A child/young person is defined as a person under the age of 18 (Children's Act 1989)

1.1 Policy Statement

The Band is committed to the following:

- the welfare of the child is paramount
- all children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in the Band in a fun and safe environment
- taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- all suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately
- all Band members who work with children will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and child protection procedures
- working in partnership with parents and children is essential for the protection of children

2 Promoting Good Practice

2.1 Introduction

To provide children with the best possible experience and opportunities in the Band everyone must operate within the following code of good practice.

2.2 Good Practice

All Band members should adhere to the following principles and action:

- always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets)
- make the experience of the Band fun and enjoyable: promote fairness, confront and deal with bullying
- treat all young people equally and with respect and dignity
- always put the welfare of the young person first
- maintain a safe and appropriate distance with children (e.g. it is not appropriate for adult band members or volunteers to have an intimate relationship with a child or to share a room with them)
- Avoid unnecessary physical contact with young people. Where any form of manual/physical support is required it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given
- Involve parents/cares wherever possible, e.g. where young people need to be supervised in changing rooms, encourage parents to take responsibility for their own child. If groups have to be supervised in changing rooms always ensure parents, coaches etc work in pairs
- request written parental consent if Band members are required to transport young people in their cars
- gain written parental consent for any significant travel arrangements e.g. overnight stays
- ensure that if the training band is performing away, it is always accompanied by a male and female adult Band member
- ensure that at events adults should not enter a young person's room or invite young people to their rooms
- be an excellent role model, this includes not smoking or drinking alcohol in the company of young people
- always give enthusiastic and constructive feedback rather than negative criticism
- recognising the developmental needs and capacity of the young person and do not risk sacrificing welfare in a desire for Band or personal achievements. This means avoiding excessive training or competition and not pushing them against their will
- secure written parental consent for the Band to act in loco parentis, to give permission for the administration of emergency first aid or other medical treatment if the need arises

- keep a written record of any injury that occurs, along with details of any treatment given

2.3 Poor Practice

The following are regarded as poor practice and should be avoided by all:

- unnecessarily spending excessive amounts of time alone with young people away from others
- taking young people alone in a car on journeys, however short
- taking young people to your home where they will be alone with you
- sharing a room with a young person
- engaging in rough, physical or sexually provocative games, including horseplay
- allow or engage in inappropriate touching of any form
- allowing young people to use inappropriate language unchallenged
- making sexually suggestive comments to a young person, even in fun
- reducing a young person to tears as a form of control
- allow allegations made by a young person to go unchallenged, unrecorded or not acted upon
- do things of a personal nature that the young person can do for themselves

When a case arises where it is impractical/impossible to avoid certain situation e.g. transporting a young person on you car, the tasks should only be carried out with the full understanding and consent of the parent/care and the young person involved.

If during your care you accidentally hurt a young person, the young person seems distressed in any manner, appears to be sexually aroused by your actions and/or if the young person misunderstands or misinterprets something you have done, report any such incidents as soon as possible to another colleague and make a written note of it. Parents should also be informed of the incident.

3 Reporting Concerns

All suspicions and allegations **MUST** be reported appropriately. The Band expects it's members and coaches to discuss any concerns they may have about the welfare of a child immediately with a Trustee and subsequently to check that appropriate action has been taken. The Band has a nominated child welfare officer who is a Trustee and who should be contacted in the first instance.

3.1 Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- The Bands child Welfare Officer
- The parents of the child
- The person making the allegation
- Social Services/police
- The Band Trustees
- The alleged abuser (and parents if the alleged abuser is a child)

All information should be stored in a secure place with limited access to designated people, in line with data protection laws.

4. Internal Inquiries and Suspension

- The Bands child welfare officer will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further inquiries.
- The Bands Trustees will assess all individual cases to decide what action is appropriate. This may include permanent exclusion, re-instatement or referral of the matter to the appropriate statutory authorities.

5 Selecting Band Members to work with Children

It is important that all reasonable steps are taken to prevent unsuitable people from working with children. To ensure unsuitable people are prevented from working with children the following steps should be followed: -

- All Band members required to work with children to undergo a CRB check.
- CRB checks will be reviewed periodically and at no greater intervals than 3 yearly.
- All Trustees, volunteers etc required to work or oversee working with children are required to undertake relevant child protection training or undertake a form of home study, to ensure their practice is exemplary and to facilitate the development of positive culture towards good practice and child protection.