

Safeguarding Young People Policy

Please read below a condensed version of PLACED's Safeguarding Young People Policy, which outlines the ways to work within PLACED's code of 'Best Practice'.

PLACED's Safeguarding Young People Policy aims to promote good practice by:
Providing children and young people with appropriate safety and protection whenever they are in contact with PLACED.
Allowing all staff/volunteers to make informed and confident responses to specific safeguarding issues.

PLACED has a duty of care to all young people who take part in its activities and will do all in its power to protect them from harm. As many of the diverse young people The Academy reaches are from a variety of different backgrounds, PLACED has to be exemplary in its practice. To ensure the safeguarding of all young people involved with PLACED, all staff, ambassadors, and volunteers are required to adhere to PLACED's Safeguarding Young People Policy.

Promoting Good Practice & Guidelines

Young people's abuse, particularly sexual abuse, can elicit strong emotions. It is important to understand these feelings and not allow them to interfere with your judgement about the appropriate action to take. All suspicious cases of poor practice should be reported following the guidelines in this document.

All personnel/volunteers are required to demonstrate exemplary behaviour to protect the young people, and this will also help staff/ambassadors/volunteers protect themselves from false allegations.
The following are examples of how to create a positive culture and climate.

Good practice means:

- Ensuring that there is a staff/ambassador/ volunteer present and supervising the young people who are attending the sessions at all times;
- Always working in an open environment (eg avoiding private or unobserved situations and encouraging open communication with no secrets);
- Treating all young people with respect and dignity, regardless of disability, ethnicity, gender, age, religion or belief, health or sexual identity;
- Always putting the welfare of each person first;
- Maintaining a safe and appropriate distance (eg it is not appropriate for staff/ambassadors/ volunteers to have an intimate relationship with a young person);
- Making relationships with young people based on trust and clear boundaries;
- Approaching young people from the front/side of their body when assisting them, instead of from behind;
- If physical contact is needed to guide a young person, use the 'caring c' (thumb and pointer finger with a light touch instead of full hand);
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people;
- Giving enthusiastic and constructive feedback rather than negative criticism;
- Recognising the developmental needs and capacity of young people;
- Avoiding pushing them against their will.

Practices to be Avoided

- Spending any time alone with young people away from others;
- Transporting a young person by car;

Practices Never to be Sanctioned

The following should never be sanctioned. You should never:

- Engage in rough, physical or sexually provocative activities, including horseplay;
- Allow or engage in any form of inappropriate touching;
- Allow young people to use inappropriate language unchallenged;
- Make sexually suggestive comments to young people, even in fun;
- Reduce young people to tears as a form of control;
- Shout at a young person, unless absolutely necessary to be heard (eg in a large space or outdoors) or to prevent injury to the young person (eg if a young person is about to step into the road traffic);
- Allow allegations made by a young person to go unchallenged, unrecorded or not acted upon;
- Do things of a personal nature for young people that they can do for themselves;
- Connect with or engage with a young person (or related party) on social media. If you would like to respond to a participant on a social media platform you should refer the post or direct message to PLACED to do so through its official accounts;
- Invite or allow young people to stay with you at your home unsupervised.

All allegations and suspicions should be taken seriously. PLACED staff, ambassadors or volunteers should report all concerns to the appointed Safeguarding Children and Vulnerable Adults Officer (Jo Harrop) in the manner stated below.

Remember that:

- It is not the responsibility of PLACED staff, ambassadors or volunteers to decide whether a young person is being abused.
- It is not advisable for PLACED's staff, ambassadors or volunteers to seek evidence of abuse but merely to record and report their observations to the appointed PLACED contact person.

Observe: Observe to be as clear as you can about the cause of your concern. You should not spend a long time gathering observations before you report your concerns: you just need to be as clear and specific as you can about what you have seen or heard. Do not promise a young person that you will keep the information secret. Child protection is one of the very few grounds on which you can break normal rules of confidentiality; that is, you can and should report concerns about a young person without their parents'/guardians', and/or report information about a member of staff without their permission.

Report: Report your concerns as quickly and clearly as possible to the appropriate authorities. For volunteers, this will mean speaking immediately to PLACED's onsite Academy Lead or followed by PLACED's Safeguarding Children and Vulnerable Adults Officer. If your concern is regarding a PLACED staff member, you should always speak first to PLACED's Safeguarding Children and Vulnerable Adults Officer.

PLACED CONTACTS

Director / Safeguarding Children and Vulnerable Adults Office ~ Jo Harrop

T: 07480 104251 E: Info@placed.org.uk

Programme Manager ~ Matt Weir

T: 07877 057619 E: Matt@placed.org.uk