



Child Protection and Safeguarding Policy 2019/20

Reviewed: October 2020
Minute number C1123 refers
Date of next review: May 2022

1. Introduction and Aims of this Policy

1.1 All Officers, Staff and elected members of Petersfield Town Council have a duty to safeguard children and adults at risk.

1.2 This policy promotes good practice in safeguarding for those using Petersfield Town Council facilities.

2. Definitions

2.1 Children:

- Anyone under the age of 18 years

2.2 Adult at Risk: Those over the age of 18 years and who are or may be:-

- Unable to care for themselves
- Unable to protect themselves from significant harm or exploitation
- In need of community care services by reasons of mental health or other disability, age or illness

2.3 Safeguarding:

- Protecting children and adults at risk from maltreatment
- Preventing impairment of the health or development of children and adults at risk
- Ensuring children and adults at risk are growing up and living in circumstances consistent with safe and effective care
- Enabling children and young people to have optimum life chances and to enter adulthood successfully

2.4 Members:

- Those to whom the policy and procedures apply

3. To whom this policy applies

3.1 This policy applies to anyone working for or on behalf of the Petersfield Town Council whether in a paid, voluntary or commissioned capacity, for example contracted to do a piece of work.

3.2 It also applies to any individual hiring, leasing or using the Petersfield Town Council facilities for the purpose of delivering any service to children and adults at risk. Any such individual should, in the first instance, contact their own Safeguarding Lead or , if applicable, contact Children's or Adults' Services.

4. Principles

4.1 The welfare of children and adults at risk is everyone's responsibility, particularly when it comes to protecting them from abuse. Children and adults at risk have a lot to gain from sport, recreation and leisure. Their natural sense of fun and spontaneity can blossom in a positive environment supported by the Petersfield Town Council who will aim to provide an excellent opportunity for them to learn new skills, become more confident and maximise their own unique potential. This Policy is based on the following principles:-

- The welfare of children and adults at risk is the primary concern.
- All children and adults at risk whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from abuse.
- It is everyone's responsibility to report any concerns about abuse to the Town Clerk in the first instance. If the Town Clerk is unavailable then to whoever is deputising for him/her at the time. Anyone hiring, leasing or using the Petersfield Town Council facilities (as defined in 3.2 above) should , in the first instance, contact their own Safeguarding Lead or , if applicable, contact Children's or Adults' Services.
- All incidents of alleged poor practice, misconduct and abuse will be taken seriously and responded to swiftly and appropriately.
- Any personal data will be processed in accordance with the requirements of the Data Protection Act 2018 aka General Data Protection Regulation (GDPR).

5. Review

5.1 This Policy and these Procedures will be regularly monitored and reviewed:

- In accordance with changes in legislation and guidance on the protection of children and adults at risk or any changes within Petersfield Town Council. Examples include the possibility of a change in legislation where Parish & Town Councillors may be required to undergo DBS checks. (Disclosure and Barring Service).
- Following any issues or concerns raised about the protection of children and adults at risk within Petersfield Town Council.
- In all other circumstances, at least annually.

6. Promoting a safe environment

6.1 All Officers, Staff and elected members of Petersfield Town Council recognise that in order to promote a safe environment for children, and adults at risk the Petersfield Town Council will need to:-

- Promote the health and welfare of children and adults at risk by the provision of facilities in which they can take part in sport, leisure and recreation safely.
- Respect and promote the rights, wishes and feelings of children and adults at risk.
- Promote and implement appropriate procedures to safeguard the well-being of children and adults at risk and protect them from abuse.
- Recruit, train, support and supervise its members to adopt best practice to safeguard and protect children and adults at risk from abuse and to minimise risk to themselves.
- Require members to adopt and abide by this Child Protection Policy and the East Hampshire Child Protection Code of Practice.
- Require all organisations using its facilities, which have contact with children and adults at risk to have a Child Protection and Safeguarding Policy.
- Respond to any allegations of misconduct or abuse of children and adults at risk in line with this Policy and the East Hampshire Child Protection Code of Practice as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Provide safe facilities and do regular safety assessments.
- Ensure that employees, councillors and leaders of activities in Petersfield Town Council facilities, are aware of the safeguarding expectations.
- Ensure that the Policy for users of Petersfield Town Council facilities include a requirement that they are safe to work with children, young people and adults at risk. For example, those adults who have regular unsupervised contact with children, young people or adults at risk during the course of their duties should undergo appropriate Disclosure and Barring Service checks. (DBS)

7. Hiring of facilities to groups for use with children, young people or adults at risk

7.1 Petersfield Town Council will require the hirer to:

- Have public liability insurance.
- Have a suitable safeguarding children, young people and adults at risk policy and/or agree to work to the Petersfield Town Council Council's policy and relevant guidance.
- Organise appropriate adult/carer ratio to children, young persons and adults at risk in accordance with up to date regulations. For young children as an example OFSTED recommendations are as follows for England and Wales:
 - For 0 to 2 years – one adult to every three children (1:3)
 - For 2 to 3 years – one adult to every four children (1:4)
 - For 3 to 8 years – one adult to every eight children (1:8)
 - For over-8s – one for the first 8, then one for every additional 10 children.

There should always be more than one adult for any group and at least one should be female. Helpers under 18 years old count as children and not adults in these ratios. If you have a number of teenage helpers, you will need more adult leaders, not fewer.

- Ensure leaders make their members aware of the Petersfield Town Council Council's Policy and ensure that it is followed whilst using Petersfield Town Council facilities.
- Ensure leaders have valid enhanced DBS checks as appropriate and know where the first aid box is.
- Do risk assessments for individual activities.

8. Safe working practice

8.1 All users of Petersfield Town Council Facilities must follow the safeguarding children, young people and adults at risk policy and procedures at all times. For example they should:

- Never leave children, young people or adults at risk unattended with adults who have not been subject to a Disclosure and Barring Service (DBS) check.
- Plan activities to involve more than one person being present or at least in sight or hearing of others. Alternatively, record, or inform others of their whereabouts and intended action.
- Where possible, have male and female leaders working with a mixed group.
- Ensure registers are complete and attendees are marked in and signed out (under 8's must be collected by a parent/carer).
- Ensure that photos or videos of individuals are not taken without written permission from parents/ carers.
- Ensure they have access to a first aid kit and telephone and know fire procedures.
- Ensure that where a child, young person or adult at risk needs assistance with toilet trips and when first aid is required, that this is carried out in pairs or in the latter case, that it is carried out where they can be seen.
- When working outside, ensure activities, breaks and clothing are suitable for the weather conditions and that shelter is available where possible.

9. Expectations of behaviour

All users of Petersfield Town Council Facilities should:

- Ensure that communications, behaviour and interaction with users should be appropriate and professional.
- Treat each other with respect and show consideration for other groups using the facilities.
- Refrain from any behaviour that involves racism, sexism and bullying and in addition to report any instances of such behaviour to group leaders, Petersfield Town Council Councillors, the Petersfield Town Council clerk or parents and carers, as appropriate.

10. Allegations against staff and volunteers

- All staff and volunteers should take care not to place themselves in a potentially misunderstood position with a child or adults at risk. It is advisable for interviews or work with individual children and adults at risk or parents to be conducted in view of other adults.
- If an allegation is made against a member of staff or volunteer, the person receiving the allegation will immediately inform the lead person/ supervisor or the most senior staff member available.
- If the allegation made to a member of staff concerns the lead person/ supervisor the recipient of the allegation will immediately inform the person's line manager or the Petersfield Town Clerk.
- The Petersfield Town Council should follow the Hampshire County Council/EHDC procedures for managing allegations against staff/volunteers on the appropriate website. No attempt should be made to investigate or take action before consultation with the Local Authority. In this case Hampshire County Council. See contact details below.

11. Whistleblowing

11.1 All staff and volunteers should be aware of their duty to raise concerns about the attitude or actions of colleagues. See References for the Petersfield Town Council general purpose Whistle Blowing Policy.

12. What should be a cause for concern?

12.1 Staff and volunteers should be concerned by any action or inaction, which significantly harms the physical and/or emotional development of a child. Abuse falls into four main categories and can include child sexual exploitation and female genital mutilation:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect

12.2 All staff and volunteers coming in to contact with children and adults at risk need to have an awareness of safeguarding. Free introductory online training can be arranged.

13. Guidance for Organisations

13.1 It is crucial that the Town Council's Child Protection and Safeguarding policy and procedures apply to everyone who works on behalf of your organisation. This includes all professional and non-professional, full and part-time staff, paid and unpaid employees, councillors, volunteers, coaches, officials, parents, guardians and the children.

13.2 It may be necessary to include an opening statement in your Policy defining to whom your Policy and Procedures apply to ensure that all of the categories listed above are included.

13.3 It is advisable to formally require any other individual who is associated with your organisation to agree to abide by your policy and procedures for the duration of their

involvement with your organisation e.g. a specialist working with a group of developing child athletes who is not a member but whose services are used by the governing body either paid or unpaid.

13.4 It is also advised that governing bodies include within the plan for adopting a policy and procedures, a process to ensure all organisations using their facilities have a reciprocal policy and procedures, either by adopting the governing body's policy and procedures or by developing a policy and procedures to an agreed standard that enables the required action for delivering child protection good practice.

13.5 Monitoring and evaluation are critical components of any policy with these procedures likely to be subject of amendment as a result of changes in legislation, case reports, changes in the sporting environment, research findings, to name a few.

13.6 Support for the implementation of child protection measures can be sought from Community First East Hampshire.

Documents for Reference

Hampshire Multi Agency Safeguarding Hub (MASH) & DBS Checks

- <http://www3.hants.gov.uk/childrens-services/providers/safeguarding-earlyyears.htm>
- <https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/childprotection/mash>
- <http://documents.hants.gov.uk/corprhantsweb/CriminalRecordsCheckingDBSincOverseasCheckPolicyv112014-10-01-WEBHF000007733289.pdf>
- <https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/childprotection/reportingabuse>
- <https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/contacts>
- Petersfield Town Council Whistle Blowing Policy