


Page 1 of 17			
	Child Protection Policy & Procedure		
Applies to: All Group Staff			CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2	
To be disseminated by:	Human Resources		


Authorised by: Stuart Spandler (Chair)	Review Date: Annually	Issue Date: Dec 2010, Revised Feb 2011
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Child Protection Policy & Procedure



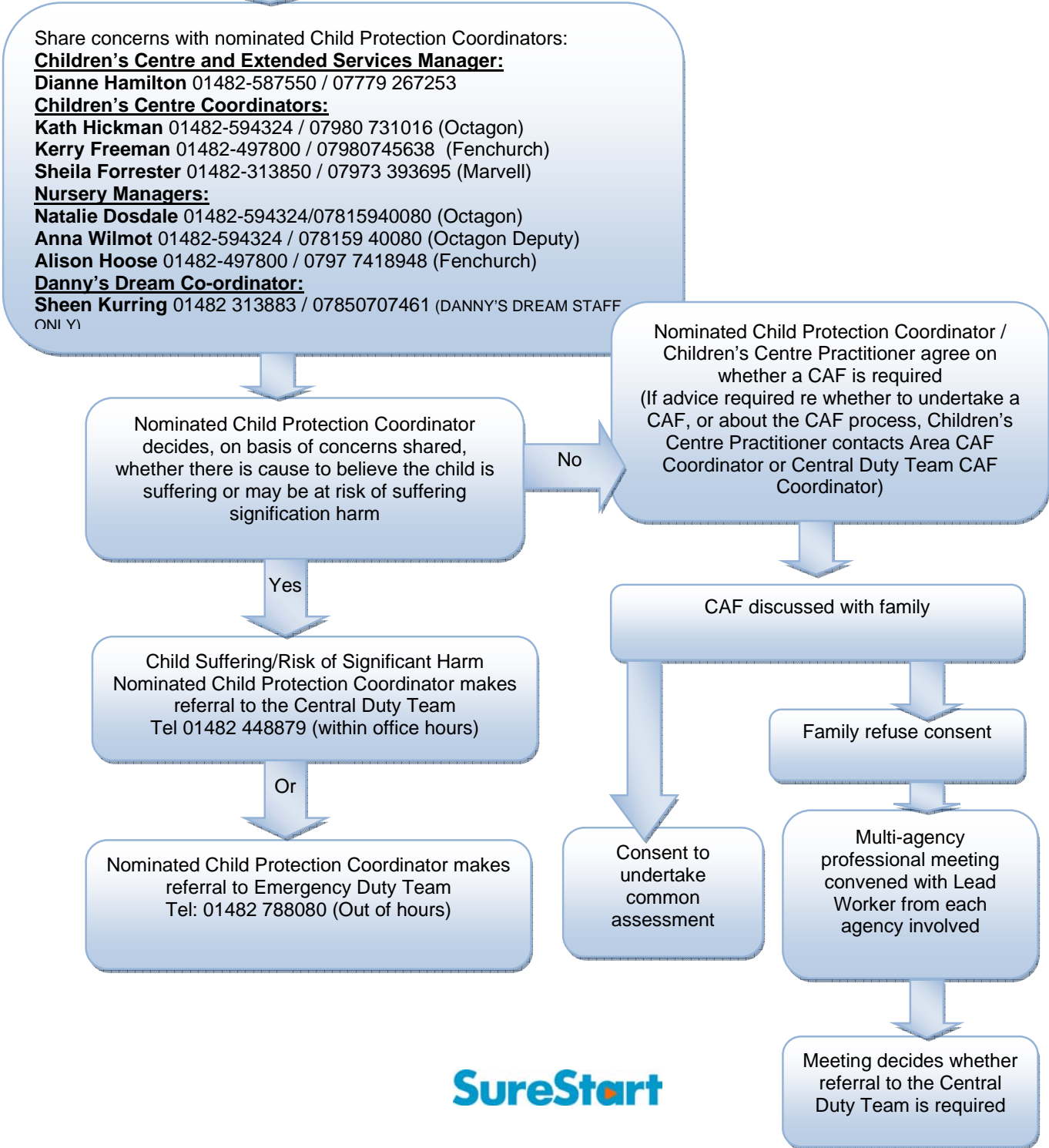
Reviewed November 2010 – update February 2011


**Charity Number: 1098520
Company Number: 4454814**

Page 2 of 17	Child Protection Policy & Procedure	 Goodwin
Applies to: All Group Staff		CLBR/004/CYP V3.2
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In the event of a member of staff having cause to believe a child may be suffering or may be at risk of suffering significant harm.



Page 3 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
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Contents

1. Preface
2. Statement of Intent
3. National & Local Guidance
4. Safeguarding & Promoting Welfare & Child Protection.
 - 4.1 Safeguarding & Promoting the Welfare of Children defined
 - 4.2 Child Protection
 - 4.3 Children in Need
 - 4.4 Significant Harm
5. Who Abuses Children?
6. What is Abuse & Neglect?
 - Physical Abuse
 - Sexual Abuse
 - Emotional Abuse
 - Neglect
7. Recognition of harm
8. Managing Disclosures of Abuse
9. The Role of the Child Protection Co-ordinator
10. Seeking Consent for a Referral
11. Reporting Concerns or Allegations of Abuse
12. Making a Referral
13. Allegations Against Staff Members / Volunteers
14. Seeking Medical Attention
15. Staff & Volunteer Self Protection
16. Code of Practice
17. Recruitment & Selection
18. Contacts

Page 4 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

1. Preface

“Processes and procedures are never ends in themselves, but should always be used as a means of bringing about better outcomes for children. No guidance can, or should attempt to offer a detailed prescription for working with each child and family. Work with children and families where there are concerns about a child’s welfare is sensitive and difficult. Good practice calls for effective cooperation between different agencies and professionals: sensitive work with parents and carers in the best interests of the child; and the careful exercise of professional judgement and critical analysis of the available information”.
(Working Together to Safeguard Children – A Guide To Inter-Agency Working To Safeguard And Promote The Welfare Of Children-HM Government 1999).

Page 5 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	


2. Statement of Intent

Goodwin Development Trust recognises that protecting and safeguarding children and young people is a shared responsibility and depends upon effective joint working between agencies and professionals that have different roles and expertise. Individual children and young people, especially some of the most vulnerable children and those at greatest risk of social exclusion, will need coordinated help from health, education and children's social care services. The voluntary sector and other agencies also have an important role in protecting and safeguarding children.

Goodwin Development Trust has a responsibility to protect and safeguard the welfare of children and young people they come into contact with. The need for guidelines and procedures is important to ensure that this is done with understanding and clarity.

Goodwin Development Trust will aim to protect and safeguard children and young people by;

- Ensuring that all staff / volunteers are carefully selected, trained and supervised. New staff and volunteers must have two satisfactory references, and undergo a new enhanced CRB disclosure.
- Having a Child Protection Policy and Procedure and regularly reviewing and updating this in line with national and local policy developments. We will do this by attending and updating child protection training, seeking advice from other professionals and researching current legislation when we review our policy.
- Ensuring that all staff and volunteers are familiar with the Child Protection Policy and Procedure by reading through it with new staff and volunteers and revisiting it during staff meetings and in house training.
- Ensuring that staff / volunteers attend appropriate Local Safeguarding Children Board (LSCB) Child Protection Training. All staff are expected to attend as many child protection courses as possible and it is the managers responsibility to check staff have up to date training.
- Ensuring that Goodwin Development Trust has a designated Child Protection Co-ordinator and that all staff and volunteers are aware of the named person and process of reporting concerns to them.
- Assessing the risk that children and young people may encounter and taking steps to minimise and manage this through risk assessments & procedures.
- Letting parents, carers, children and young people know how to report concerns about a child, young person, staff member or volunteer or complain about anything that they are not happy about We have a whistle-blowing policy for staff/volunteers to report any inappropriate behaviour displayed by other staff/volunteers. We display books, leaflets and flowcharts informing parents, carers, young people and students of how to report any concerns they may have. Our policy also informs staff and volunteers what to do if they have any concerns.
- Giving children, young people, parents and carers information about what the Goodwin Development Trust does and what you can expect.

Page 6 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

The Child Protection Co-ordinators are:


- Dianne Hamilton Children’s Centre and Extended Services Manager, 01482 587550/ 07779 267 253
- Sheila Forrester – Marvell House Children’s Centre Co-ordinator 01482 313850 / 07973 393 695
- Kath Hickman – Octagon Children’s Centre Co-ordinator 01482 594324/07980 731016
- Kerry Freeman – Fenchurch Children’s Centre Coordinator 01482 497800/ 07980 745 638
- Alison Hoose Fenchurch Nursery Manager 01482 497800 / 07977 418 948
- Natalie Dosdale Octagon Nursery Manager 01482 594324 / 07815 940 080
- Anna Wilmot Octagon Deputy Nursery Manager 01482 594324 / 07973 387148
- Sheena Kurring Danny’s Dream Manager (DD STAFF ONLY) 01482 313883 / 07850707461

3. National and Local Guidance

This Child Protection Policy and Procedure should be read in conjunction with the Local Safeguarding Children Board (LSCB) Guidelines and Procedures. In accordance with the Children Act 2004 it is a statutory responsibility for key agencies coming in to contact with children and young people, to make arrangements to ensure that in discharging their functions, they have regard to the need to safeguard and promote the welfare of children (Section 11, Children Act 2004). Where private or voluntary organisations come in to contact with or offer services to children they should as a matter of good practice take account of this guidance and follow it as far as possible.

The following national guidance should also be referred to.

- The Children Act (1989)
- The Children Act (2004).
- Every Child Matters
- Working Together To Safeguard Children: A Guide to Inter-Agency Working To Safeguard and Promote The Welfare Of Children (HM Government 2006).
- Human Rights Act 1998
- Criminal Justice & Court Services Act 2000
- The Protection of Children Act 1999
- The Sexual Offences Act 2003
- What To Do If You’re Worried A Child Is Being Abused (Department of Health, Home Office, Department for Education & Skills, the Lord Chancellor’s Department, the Office of the Deputy Prime Minister & the Department for Culture, Media & Sport 2003)

Page 7 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

Goodwin Development Trust, Humberside Sports Partnership, Marvell, Octagon and Fenchurch Children's Centres and Octagon and Clockhouse Nursery also has the following policies which link, these are:

- Health & Safety Policy, Risk Assessments
- Recruitment & Selection of Staff / Volunteers
- Capability & Disciplinary Policy
- Codes of Conduct
- Equality & Diversity Policy
- Staff Induction / Development / Supervision Policy
- Confidentiality & Information Sharing
- Whistle-blowing Policy

4. Safeguarding & Promoting Welfare & Child Protection

4.1 Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment.
- preventing impairment of children's health or development;
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

4.2 Child Protection


Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children who are suffering or are at risk of suffering significant harm. Effective child protection is essential to safeguard and promote the welfare of children. However all agencies should aim to proactively safeguard and promote the welfare of children so that the need for action to protect from harm is reduced.

4.3 Children in Need

Children who are defined as 'in need', under section 17 of the Children Act 1989, are those whose vulnerability is such that they are unlikely to reach or maintain a satisfactory level of health or development, or their health or development will be significantly impaired, without the provision of services. This includes those children with a disability.

4.4 Significant Harm

Some children are in need because they are suffering or likely to suffer significant harm. The concept of significant harm is the threshold that justifies compulsory intervention in family life in the best interests of the child, and gives the Local Authority a duty to make enquiries to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm.

Page 8 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	


5. Who Abuses Children?

Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children (Working Together to Safeguard Children – A Guide To Inter – Agency Working To Safeguard and Promote The Welfare of Children (HM Government 2006)).

6. What is Abuse and Neglect?

Abuse and neglect are forms of maltreatment of a child or young person. Child refers to anyone under the age of 18. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.

- PHYSICAL ABUSE:**
Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- EMOTIONAL ABUSE:**
Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
- SEXUAL ABUSE:**
Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts.
They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Page 9 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

- NEGLECT:**
Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

This is not an exhaustive list and it must be recognised that it is not the role of staff / volunteers to make an assessment of whether children or young people have suffered harm. Staff / volunteers / child protection co-ordinator do have a duty to report any concerns about harm in accordance with the Local Safeguarding Children Board, Guidelines & Procedures.


7. Recognition of harm

The harm or possible harm of a child may come to your attention in a number of possible ways;


- 7.1 Information given by the child, his/ her friends, a family member or close associate.
- 7.2 The child's behaviour may become different from the usual, be significantly different from the behaviour of their peers, be bizarre or unusual or may involve 'acting out' a harmful situation in play.
- 7.3 An injury which arouses suspicion because;
 - It does not make sense when compared with the explanation given.
 - The explanations differ depending on who is giving them (e.g. differing explanations from the parent / carer and child).
 - The child appears anxious and evasive when asked about the injury.
- 7.4 Suspicion being raised when a number of factors occur over time, for example, the child fails to progress and thrive in contrast to his/her peers.
- 7.5 Contact with individuals who pose a 'risk to children' ('Guidance on Offences Against Children', Home Office Circular 16/2005).

This replaces the term 'Schedule One Offender' and relates to an individual that that has been identified as presenting a risk or potential risk of harm to children. This can be someone who has been convicted of an offence listed in Schedule One of the Children and Young Person's Act 1933 (Sexual Offences Act 2003), or someone who has been identified as continuing to present a risk to children.

- 7.6 The parent's behaviour before the birth of a child may indicate the likelihood of significant harm to an unborn child, for example substance misuse, previous children removed from their carers.

Page 10 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

- 7.7 **Substance misuse** – the potential for a child to be harmed as a result of the excessive use of alcohol, illegal and controlled drugs, solvents or related substances may occur during a young person’s life. The use of drugs or other substances by parents or carers does not in itself indicate child neglect or abuse, and there is no assumption that a child living in such circumstances will automatically be considered under the child protection procedures. It is important to assess how parental substance use impacts upon the children or young people in the family.
- 7.8 **Mental Health** – Mental illness in a parent or carer does not necessarily have an adverse affect on the child or young person but it is important to assess its implications for any children involved in the family. The adverse affects of parental mental illness on the child are less likely when parental problems are mild, last for a short period of time, are not associated with family disharmony, and where there is another parent or family member who can respond to the child’s needs and offer protection. Where mental illness is accompanied by problem alcohol use, domestic violence or associated with poverty and social isolation, children are particularly vulnerable.
- 7.9 **Domestic Violence** – Children and young people can suffer directly and indirectly if they live in a household where there is domestic violence. It is likely to have a damaging effect on the health and development of children. The amendment made in section 120 of the Adoption and Children Act 2002 to the Children Act 1989 clarifies the meaning of harm to include, for example, impairment suffered from seeing or hearing the ill-treatment of another. This can include children witnessing violence in the home. Domestic violence has an impact in a number of ways:
- It can pose a threat to the physical well being of an unborn child, if a mother is kicked or punched.
 - Children may suffer injuries as a result of being caught up in violent episodes.
 - Children become distressed by witnessing the physical and emotional suffering of a parent.
 - The physical and psychological abuse suffered by the adult victim can have a negative impact upon their ability to look after their children.
 - The impact of domestic violence is exacerbated when the violence is combined with problematic alcohol or drug use.
 - People working with children should also be alert to the frequent inter-relationship between domestic violence and the abuse and neglect of children.
- 7.10 **Bullying** – This can be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from activities and social acceptance of their peer group). The damage inflicted by bullying can be underestimated. It can cause considerable distress, to the extent that it can affect health and development and at the extreme significant harm.

Page 11 of 17			
	Child Protection Policy & Procedure		
Applies to: All Group Staff			CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2	
To be disseminated by:	Human Resources		

8. Managing Disclosures of Abuse

If a child discloses abuse it is important that, as far as possible, the following basic principles are adhered to;

- Listen to what the child has to say with an open mind
- Do not ask probing or leading questions designed to get the child to reveal more
- Never stop a child who is freely recalling significant events
- Make note of the discussion, taking care to record the timing, setting and people present, as well as what was said
- Never promise the child that what they have told you can be kept secret. Explain that you have responsibility to report what the child has said to someone else.
- THE CHILD PROTECTION CO-ORDINATOR MUST BE INFORMED IMMEDIATELY. SEE DETAILS AND CONTACT NUMBERS ON PAGE 6

9. The Role of the Child Protection Co-ordinator

Where there are concerns about the welfare of any child or young person all staff / volunteers have a duty to share those concerns with the designated Child Protection Co-ordinator.


The Child Protection Co-ordinator is responsible for:

- Monitoring and recording concerns about the well being of a child or young person.
- Making referral to the Local Authority Children's Services
- Liaising with other agencies
- Arranging training for staff / volunteers

The Child Protection Co-ordinator, after receiving a referral, will act on behalf of Goodwin Development Trust in referring concerns or allegations of harm to Local Authority Children's Social Care or the Police Public / Family Protection Unit.

If the Child Protection Co-ordinator is in any doubt about making a referral it is important to note that advice can be sought from Local Authority Children's Social Care. The name of the child and family should be kept confidential at this stage and will be requested if the enquiry proceeds to a referral.

The Child Protection Co-ordinator may share limited information on a need to know basis amongst the staff / management but respecting the need for confidentiality. It is not the role of the Child Protection Co-ordinator to undertake an investigation into the concerns or allegation of harm. It is the role of the Child Protection Co-ordinator to collate and clarify details of the concern or allegation and to provide this information to the Local Authority Central Duty Team, or Family Resource Centre if Children's Social Care is already involved, whose duty it is to make enquiries in accordance with Section 47 of the Children Act 1989.

Page 12 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

10. Seeking Consent for a Referral

Working Together to Safeguard Children (HM Government 2006) states that professionals should seek in general to discuss any concerns with the family (including the child where appropriate) and where possible seek their agreement to making referrals to the Local Authority Central Duty Team. This should only be done where such discussion and agreement seeking will not place the child at an increased risk of significant harm.

So in general where concerns about a child relate to Section 17 children 'in need' (Children Act 1989) consent should be sought from the parents, carer or children where appropriate prior to a referral being made to the Local Authority Child Care Team.

It should be noted that parents, carers or child may not agree to information being shared, but this should not prevent referrals where child protection concerns persist. The reasons for dispensing with consent from the parents, carer or child should be clearly recorded. In cases where an allegation has been made against a family member living in the same household as the child and it is your view that discussing the matter with the parent would place the child at risk of harm, or where discussing it may place a member of staff / volunteer at risk, consent does not have to be sought prior to the referral being made.

If you are unsure about whether to seek parental consent prior to a referral being made then seek advice from the duty social worker at the relevant Local Authority Family Resource Team.

11. Reporting Concerns or Allegations of Abuse


SEE CHILD PROTECTION REFERREL FLOW CHART AT THE FRONT OF THIS DOCUMENT

A member of staff or volunteer must report any concerns or allegation of harm immediately to the designated Child Protection Co-ordinator. In the absence of the Child Protection Co-ordinator the matter should be reported to the person identified as their deputy. In the event of neither of these individuals being available the matter should be reported through the line management. In the unlikely event of management not being available the matter should be reported directly to the appropriate Local Authority Child Care Team or Police Public / Family Protection Unit. In the case of it being out of hours the Emergency Duty Team should be contacted, telephone 01482 788080.

12. Making a Referral

Referrals of all children in need, including those where there are child protection concerns will be made to;

Hull - To Children's Social Care – Central Duty Team 01482 448879 or Police Public Protection Unit

Page 13 of 17	Child Protection Policy & Procedure		 CLBR/004/CYP /V3.2
Applies to: All Group Staff			
Prepared by:	Name: Dianne Hamilton	Version 3.2	
To be disseminated by:	Human Resources		

East Riding – By telephoning the Call Centre/Children’s Social Care or Police Family Protection Team

Out of Hours – To the relevant Emergency Duty Team

All referrals made by telephone need to be followed up in writing within 48 hours.

The Child Protection Co-ordinator should make the referral as appropriate. The referrer should be prepared, where possible, to give the following information;

- The nature of your concerns / allegation.
- Whether the child will need immediate action to ensure their safety.
- Are the parents aware of the concerns? Has consent for the referral been sought? If not, the reasons for this?
- Factual information about the child and family, including other siblings.
- The nature of your involvement with the family.
- Other professionals involved with the family.
- The source of your referral, is it based on your own assessment of the needs of the child, a reported allegation or disclosure, or has the concern been reported to you by another person, if so who?
- Child’s current whereabouts and when they were last seen.

If you consider the child suffering or at risk of suffering significant harm, who is the source of that harm and their current whereabouts?


13. Allegations against Staff Members / Volunteers

Any member of staff or volunteer who has concerns about the behaviour or conduct of another individual working with in the group or organisation will report the nature of the allegation or concern to the Designated Officer for dealing with allegations against staff/volunteers/carers, etc. Contact one of the Child Protection Co-ordinators as detailed on page 6, in the event that none of these senior managers are available or the allegation is against one of these individuals, contact the CEO of Goodwin Development Trust Peter McGurn on 01482 587550 or 07977 456861 or The Deputy CEO John Illingworth on 01482 587550 or 07967 390313 immediately. The member of staff who has a concern or to whom an allegation or concern is reported should not question the child or investigate the matter further.

If the Chief Executive Team are implicated in the concerns or allegations the matter must be reported directly to the Central Duty Team (448879 within office hours) or out of office hours contact the Emergency Duty Team on 01482 788080.

The Designated Officer for your organisation will report the matter to the Local Authority Designated Officer (LADO).

Ofsted will be notified of any allegations of serious harm or abuse by any person living, working or looking after children at the premise (whether that allegation relates to harm or abuse committed on the Children’s Centre premises or else where), or any other abuse

Page 14 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

which is alleged to have taken place on the premises and of the actions taken in respect of these allegations.

14. Seeking Medical Attention

If a child has a physical injury and there are concerns about abuse;

- If Emergency medical attention is required then this should be sought immediately by phoning for an ambulance. You should then follow the procedures for referring a child protection concern to Local Authority Children's Social Care.

15. Staff & Volunteer Self Protection

Adherence to guidelines on self protection for staff and volunteers working with children and young people can avoid vulnerable situations where false allegations can be made

These could include:

- To avoid situations where a staff member or volunteer is on their own with a child.
- In the event of an injury to a child, accidental or not, ensure that it is recorded and witnessed by another adult in the organisations accident book. This is kept in the nursery office.
- Keep written records of any allegations a child makes against staff and volunteers and report in line with the Child Protection Policy.
- If a child or young person touches a staff member or volunteer inappropriately record what happened immediately and inform the child protection coordinator.
- Adhere to the Goodwin Development Trust's policy on behaviour management (Accident & Incident Policy)


16. Code of Practice

Staff / Volunteers / children should always;

- Take all allegations, suspicions or concerns about abuse that a young person makes seriously (including those made against staff) and report them through the procedures.
- Provide an opportunity and environment for children to talk to others about concerns they may have.
- Provide an environment that encourages children and adults to feel comfortable and confident in challenging attitudes and behaviours that may discriminate others.
- Risk assess situations and activities to ensure all potential dangers have been identified.
- Treat everyone with dignity and respect.

Staff / volunteers / children should not;

- Permit or accept abusive or discriminatory behaviour.
- Engage in inappropriate behaviour or contact.
- Use inappropriate or insulting language.

Page 15 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	


- Show favouritism to anyone.
- Undermine or criticise others.
- Give personal money.

These are suggestions; there may be other factors that you consider more appropriate to the group or organisation. When drawing up the codes of practice, it is important to involve staff / volunteers and children in the process.

17. Recruitment & Selection

It is important when recruiting paid staff and volunteers to adhere to the organisations recruitment policy. This will ensure potential staff and volunteers are screened for their suitability to work with children and young people.

- All paid staff and volunteers with access to children and young people or sensitive information relating to children will be required to undertake an enhanced CRB check.
- Staff and volunteers working directly with children or with access to sensitive information will be required to complete LSCB Child Protection Training. Their training will be reviewed in supervision.
- All staff and volunteers will be required to read the Child Protection Policy. This will be reviewed to ensure up to date knowledge.
- All staff and volunteers to complete an application form, including details of previous employment, details of any conviction for criminal offences (including spent convictions under the Rehabilitation of Offenders Act 1974), agreement for an enhanced CRB check, permission to contact two referees, including their current or most recent employer (which should be taken up).
The potential staff member or volunteer will be interviewed for their suitability for the post, inline with Goodwin Development Trust selection & recruitment policy & procedures. Qualifications and identification is also checked.
- Staff and volunteers will be subject to a probationary period of 6 months, during which they will be supervised and monthly meetings will take place with their manager / supervisor to identify any concerns, training and support needs.
- Staff and volunteers will have a period of induction where they will complete any induction training (health & safety, risk assessments) and access internal policies.

Page 16 of 17		
	Child Protection Policy & Procedure	
Applies to: All Group Staff		CLBR/004/CYP /V3.2
Prepared by:	Name: Dianne Hamilton	Version 3.2
To be disseminated by:	Human Resources	

18. Contacts

Hull

Children's Social Care (Local Authority)

Central Duty Team (01482) 448879
Emergency Duty Team (01482) 788080

Local Authority Designated Officer (01482) 790933
Police Public Protection Unit (01482) 307220

Ready for School & Extended Services Team (01482) 616317
(Sue Cornwall / Debbie Mitchell)

East Riding of Yorkshire

Children's Social Care (Local Authority)

Initial Safeguarding Referrals (01482) 395500
Emergency Duty Team (01482) 880826
Children's Services (01482) 396840
East Riding Safeguarding Children Board (01482)396999

Local Authority Designated Officer
Early Years (01482) 396992
Education & Schools (01482) 392139

Police Family Protection Team (01430) 808406

Ofsted 0300 123 1231

