



# Bourne Free Pride Festival

Charity Number 1115708

## *Child Protection Policy*

### *Introduction*

Bourne Free Pride Festival is committed to promoting and protecting the welfare of all children, and to working with children, families and other professionals and organisations in order to achieve this.

**We must never forget that as an organisation, an individual and as a society, safeguarding is everyone's responsibility.**

- A child is defined as a person under the age of 18 (The Children Act 1989).
- For the purpose of this policy document:

The term 'child' will be used to describe all children and young people under the age of 18 years participating in activities provided by Bourne Free Pride Festival, or in attendance at any of our activities.

The term 'staff' will be used to describe those staff, trustees and volunteers, both paid and unpaid, who provide this service.

- Staff should implement this policy using the following guidelines when working with clients/service users. This will protect the people who use our service, and all staff.
- Child Protection and/or safeguarding Issues can arise through the charity's work with any client or service user, not simply when in direct contact with children or young people.

### **1. Children's Rights**

All children have needs and rights:

- The right to have their needs met and safeguarded
- The right to be protected from discrimination
- The right to be protected from neglect, abuse and exploitation
- The need for social contact and relationships
- The need for physical care and attention
- The need for emotional love and security
- The need for intellectual stimulation
- The right to be treated as an individual

### **2. Our Provision**



In our provision for children and young people, Bourne Free Pride Festival will ensure that:

- The welfare of the child is paramount.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs, and/or sexual identity have the right to protection from harm.
- All suspicions and allegations of harm will be taken seriously and responded to swiftly and appropriately.
- All staff have a responsibility to report concerns to the Dedicated Safeguarding Lead (DSL)
- For all Bourne Free Pride Festival services the designated DSL is the Bourne Free Pride Festival Chair, and in his/her absence, and for all other Bourne Free Pride Festival services it is, it is the Bourne Free Pride Festival Ambassador.
- All Bourne Free Pride Festival Projects will table 'safeguarding' as an agenda item at team meetings, in order to maintain the profile and importance of Child Protection as part of our work.
- Its trustees will assess and ensure, from a strategic perspective, that Bourne Free Pride Festival has relevant policies, procedures and frameworks in place with respect to safeguarding issues. Trustees will maintain oversight of staff accountability and compliance with this policy.

### **3. Policy Statement**

Bourne Free Pride Festival is committed to creating and maintaining the safest possible environment for children and young people.

We do this by:

- Recognising that all children have the right to freedom from harm.
- Ensuring that all our staff are carefully selected, and accept responsibility for helping to protect children from maltreatment.
- Responding swiftly and appropriately to all suspicions or allegations of harm, or providing parents and children with the opportunity to voice any concerns they have.
- Appointing members of staff who will be the main points of contact for any such concerns. They will be known as Child Protection Officers (CPO's)
- Ensuring access to confidential information is restricted to appropriate authorities.
- Being committed to working closely with families, and other statutory and voluntary organisations to safeguard children and young people.
- Following National and Local guidance; Working Together to Safeguard Children 2010 (Department for Children - DFS) and BCP Council Policy

Additionally, at some of our events, including the Pride Festival held in July each year, the site will be "zoned" to ensure appropriate CPO and trustee/staff coverage of safeguarding issues. For example, the main Family Event held on the Friday night in July will be divided into three Safeguarding Zones, with a designated CPO in each zone. This approach will be informed and agreed by the Safety Advisory Group (SAG)

### **3. Policy Aims**

The aim of this Child Protection Policy is to promote good practice by:

- Providing children with appropriate safety and protection.
- Allowing all staff to make informed and confident responses to Child Protection/safeguarding issues.



### **3.1 Policy Implementation**

This policy will be implemented by adhering to the policy guidelines contained within this document. All staff must comply with this policy. Failure to do so may lead to disciplinary action being taken.

### **3.2 Staff Recruitment and Training**

- All staff should take individual responsibility for familiarising themselves with this policy. Although some of our trustees and staff are currently safeguarding trained, as our event grows, so does our responsibility. All Trustees will attend Level 2 Safeguarding training before the main event in July 2023.

### **3.3 Child Protection Procedures**

Bourne Free Pride Festival will ensure that:

- CPO's have been identified who have had adequate training.
- The policy statement is displayed within the Bourne Free Pride Festival arena and will detail who the CPO's are, and how to contact them. It will also state who else can be contacted in the CPO's absence.
- All staff understand their responsibilities in being alert to the signs of Child Protection/safeguarding issues, and for referring any such concerns to the relevant CPO.

### **4.1 Definition of Safeguarding Issues**

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, and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

Protecting children from maltreatment is important in preventing the impairment of health or development. Protecting children from maltreatment and preventing the impairment of children's health or development are necessary, but not sufficient to ensure that children are growing up in circumstances consistent with the provision of safe and effective care. These aspects of safeguarding and promoting welfare are cumulative and contribute to the five Every Child Matters outcomes that are key to children and young people's well-being, namely:

1. Stay safe
2. Be healthy
3. Enjoy and achieve
4. Make a positive contribution
5. Achieve economic well-being



## 4.2 Child Protection Issues

Child Protection is part of safeguarding and promoting welfare; it is everyone's responsibility. It refers to the activity that is undertaken to protect specific children who are suffering or likely to suffer significant harm. Effective Child Protection is essential as part of wider work to safeguard and promote the welfare of children. However, all agencies and individuals should aim proactively to safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

The following are defined as Child Protection Issues. Concern may be felt after one incident or emerge over a period of time following a series of events.

4.2.1 Physical – the actual or likely physical injury to a child or young person, or failure to prevent physical injury, including deliberate poisoning or suffocation.

4.2.2 Sexual – the actual or likely exposure of a child or young person to inappropriate sexual activity, whether or not the child is aware it is happening. This could include activities ranging from inappropriate touching to sexual intercourse, and from exposure to pornographic material to sexual exploitation (such as prostitution), or by encouraging children to behave in sexually inappropriate ways.

4.2.3 Neglect – the persistent or severe failure to protect a child or young person from exposure to danger, or failing to offer basic physical or psychological needs, likely to result in the serious impairment of health or development. It may also include neglect of a child or young person's emotional needs, or failure to ensure access to appropriate medical care or treatment.

4.2.4 Emotional – the persistent ill treatment of a child or young person such as to cause a severe adverse effect on his/her emotional development. It may include conveying to a child that he/she is worthless, unloved and inadequate, and valued only insofar as they meet the needs of others. Some level of emotional abuse is involved in all types of ill treatment, though it may occur alone.

4.2.5 Signs and Symptoms of Abuse – there is no clear dividing line between one type of abuse and another. The following section is divided into four areas to help categorise what may be seen or heard. Children/young people may show symptoms from one or all of the categories. This should not be used as a checklist. All staff should be aware of anything unusual displayed by the child. Signs and symptoms often appear in a cluster, but also many of the indicators below may be caused by other factors.

### PHYSICAL SIGNS OF ABUSE

- Bruise marks consistent with either straps or slaps
- Undue fear of adults - Fear of going home to parents or carers
- Aggression towards others
- Unexplained injuries or burns – particularly if they are recurrent and especially in non-mobile babies
- Any injuries not consistent with the explanation given for them



- Injuries that occur to the body in places which are not normally exposed to falls, rough games, etc
- Reluctance to change for, or participate in games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises, bites, burns, fractures etc which do not have an accidental explanation
- Cuts/scratches/substance abuse
- Hitting (with the hand or implement) smacking, punching, kicking, slapping, twisting/pulling ear, hair or fingers, holding/squeezing with a tight grip, biting, and burning

#### NEGLECT

- Exposure to danger/lack of supervision
- Neglect - under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care etc. Injuries that have not received medical attention
- Inadequate/inappropriate clothing
- Constant hunger
- Poor standards of hygiene
- Untreated illnesses
- Persistent lack of attention, warmth or praise

#### EMOTIONAL SIGNS OF ABUSE

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging. Also depression/ aggression, extreme anxiety
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying
- Humiliating, taunting or threatening a child whether in front of others or alone.
- Persistent lack of attention, warmth or praise.
- Shouting/yelling at a child
- Radicalisation – use of inappropriate language, possession of violent extremist literature, behavioural changes, the expression of extremist views, advocating violent actions and means, association with known extremists, seeking to recruit others.

#### 4.6 Cause for Concern

There may be situations where a member of staff is concerned about the welfare of a child, but the concern does not warrant a Child Protection report. In these instances, the member of staff or trustee should always seek guidance from an Bourne Free Pride Festival CPO. A “Cause for Concern” report may be completed and sent to the relevant CPO. It is important that the member of staff who is in contact with the young person (or the adult who made the disclosure) continues to monitor the situation, as further disclosures may occur, or a situation may escalate, such that a Child Protection report must be made and the relevant authority informed.



#### 4.7 Awareness of actual or likely occurrence of Child Protection/ safeguarding issues

- Sexual abuse
- Soreness in the genital area or unexplained rashes or marks in the genital areas
- Pain on urination
- Difficulty in walking or sitting
- Stained or bloody underclothes
- Recurrent tummy pains or headaches
- Bruises on inner thigh or buttock.
- Any allegations made by a child concerning sexual abuse
- Sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia
- Unaccounted sources of money
- Telling you about being asked to 'keep a secret' or dropping hints or clues about abuse.

#### INDICATORS OF POSSIBLE SEXUAL ABUSE

- Language and drawing inappropriate for age.
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Regularly engages in age inappropriate sexual play
- Sexual knowledge inappropriate for their age
- Wariness on being approached

There are a number of ways in which issues become apparent:

- Any client or service user discloses information concerning a Child Protection or

safeguarding issue.

- Any client or service user discloses that a child has told him/her that a child has been or is at risk.
- A child may show signs of physical injury or neglect for which there appears to be no satisfactory explanation.
- A child's behaviour may indicate that it is likely that he/she is at risk.
- A member of staff's behaviour or the way in which he/she relates to a child causes concern.

#### 4.8 What to do upon suspicion or disclosure

There are some basic principles in reacting to suspicions, allegations, and/or disclosures.

What to do

- Stay calm Listen, hear and believe



- Remind the client or service user that you may have to break confidentiality
- Give space to the person to say what they want.
- Reassure and explain that they have done the right thing in telling.
- Explain that only those that need to know will be told.
- Act immediately in accordance with this procedure and policy.
- As soon as possible record in writing, as near verbatim as possible, what was said. Give facts only, not opinions.
- Report the suspicion, allegation or disclosure to relevant Child Protection Officer.

#### What not to do

- Don't panic.
- Don't overreact.
- Don't probe for more information. Questioning the participant may affect how the disclosure is received at a later date.
- Don't make assumptions
- Don't promise confidentiality, and don't promise that everything will be OK – it might not.
- Don't try to deal with it yourself.
- Don't make comments or explanations about the perpetrator.
- Don't make a client or service user (particularly if this is a child) repeat the story unnecessarily.

#### 4.9 What to do if it is not safe for a child to return home

A member of staff or trustee could hear a disclosure which gives him/her immediate concern for a client's safety, such that it is not deemed safe for a client to return home. In these circumstances, the member of staff may need to ask a child to remain on Bourne Free Pride Festival's location and inform a parent/carer if he/she is also on the location. The member of staff, or paid colleague, should then immediately phone the relevant Social Care Team to inform them of our concerns, and the fact that the child remains on Bourne Free Pride Festival location.

Bourne Free Pride Festival will then act in accordance with the advice received from Social Care. The details and outcome of any such situation and measure taken should then be fully documented. See 4.11 below.

#### 4.10 Responsibility

It is the duty of everyone to report suspicion, allegation or disclosure of Child Protection/safeguarding issues. It is not for staff to decide whether an allegation is true. All suspicions or allegations must be taken seriously and dealt with in accordance with this procedure.

- The primary responsibility of the person who first suspects, or is told of Child Protection or safeguarding issues is to report it and ensure that their concern is taken seriously, whilst adhering to the do's and don'ts above.
- The incident should be reported immediately to the relevant Child Protection Officer. Staff should



never try to deal with a suspicion, allegation or incident of abuse by him/herself.

#### 4.11 Recording of suspicions/allegations/disclosures/concerns

When information is passed onto the relevant CPO, and/or reported to the relevant statutory organisation, no matter what the outcome, all details must be recorded.

The report should contain the following information:

- Bourne Free Pride Festival member of staff's name, and contact details.
- As many details about the child as possible; name, client code (if applicable), date of birth, address, home telephone number, school.
- The date and time that the disclosure was made.
- What the concerns are, e.g. the suspicions, allegations, what has been said, giving details of times and dates and the child's emotional state, or what the child has said in response to the suspicions/concerns, making a clear distinction between what is fact, opinion or hearsay.
- When a report refers to a professional (either Bourne Free Pride Festival staff, trustee or another agency) with whom the practitioner has consulted or communicated, the professional's name and full job title should be given. If after consultation with the relevant Child Protection Officer, it is decided not to refer to a relevant statutory agency, a full explanation as to why must be documented.

Recording should be factual, that is, no reference made to your own subjective opinions.

#### 4.12 Reporting suspected, alleged or actual incidents of abuse

It may sometimes be difficult to accept something that has been disclosed in confidence by a child or anyone else. But the welfare of the child must be paramount, and staff therefore have a duty to report suspicions, allegations, or actual incidents to the relevant person. Information should be reported if a member of staff has concerns that a child may be suffering harm or is at risk, even if he/she is unsure about his/her suspicions. Once the initial report has been made, the staff member or CPO will consult with the relevant statutory agencies.

Where possible a referral to the police or Social Care should be confirmed in writing within 24 hours, and the name and job title of the contact who took the referral should be recorded.

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Trustee Review / Approval 3<sup>rd</sup> January 2023

Chairperson Chris Ashton





Signature

Date 4<sup>th</sup> January 2023