



## CHILD PROTECTION POLICY

For the purposes of this Child Protection policy, the term minor will be used to mean any club member, or visitor, under the age of 18.

For the purposes of this Child Protection policy, the term designated adult will be used to mean any adult acting on behalf of the parent/guardian, when the parent/guardian cannot be present.

The club recognises that in its activities it has a responsibility towards any minor to prevent any form of abuse, specifically physical, sexual, or emotional, and to protect minors from any form of bullying.

Adherence to the policy is a condition of all grades of membership of the club – member's attention is drawn to the policy on the joining form, along with other club policies and rules. In the case of minors their parent or guardian must countersign the form as acceptance of the policy.

Any complaint from a minor will be taken seriously, recorded, and reported to the appropriate authorities.

To guide members of the club when taking part in club activities where minors are present, a Code of Behaviour has been developed. See Appendix A.

As part of club activities, general photographs of the club membership or groups may be taken for record, archive, or publicity purposes. By countersigning the application form parents/guardians of minors signify acceptance of this.

It is accepted by the club that photography being an art form will mean that images of all types, print or electronic (digital projection or internet), may be presented as part of the club's activities. These may not be of everyone's taste, and indeed may potentially offend. By countersigning the application form parents/guardians of minors signify acceptance of this.

For Child Protection purposes the Nominated Officer shall be the club chairman, or in his/her absence, any other committee member.

The club committee shall review the policy once a year.

For members' information, legislation covering Child Protection is listed in Appendix B.



## APPENDIX A

### CODE OF BEHAVIOUR WHEN ENGAGING WITH MINORS AS PART OF CLUB EVENTS

Members should avoid spending time alone with a minor on his or her own. If members find themselves in this situation, they should make sure that they may be clearly observed by others.

Members should avoid doing things of a personal nature for minors that they can do for themselves or that their parent/guardian, or designated adult can do for them.

Members should avoid taking a minor to the toilet unless another adult is present or has been made aware (this should include their parent/guardian, or designated adult, if present).

Members, other than a minor's parent, guardian, or designated adult should avoid having a minor aged under 16 in their own vehicle, unless accompanied by that minor's parent, guardian, or designated adult.

Members should avoid making sexually suggestive comments to or within earshot of a minor. Members should avoid reducing a minor to tears as a form of control.

1. Members should avoid unnecessary physical contact. Do not:  
Engage in rough, physical games including horseplay with minors.
2. Allow or engage in inappropriate touching of any kind.
3. Physically restrain a minor unless the restraint is to prevent physical injury of the
4. minor/other minors/visitors/other club members or yourself. In all circumstances physical restraint must be appropriate and reasonable; otherwise the action can be defined as assault.

### NOTES ON MENTORING

The club may occasionally offer mentoring by a more expert member of the club. Mentoring of minors under 16 is only allowed with the explicit agreement of their parent/guardian/, and only if more than one adult is present – this may include a parent/guardian/designated adult.

When demonstrating equipment or techniques the mentor may be required to be in close proximity of the minor. This should be kept as short as possible, and only with the express permission of the minor and with prior permission of the parent, guardian, or designated adult.



## APPENDIX B

### CHILD PROTECTION LEGISLATION

The Acts of Parliament mentioned below provide the legal framework in which child protection takes place.

#### The Children Act 1989:

The intention of this Act is to ensure that the welfare and developmental needs of children are met including their need to be protected from harm. Part V of the Act concerns the protection of Children. It states that in addition to social services only the Police and the NSPCC have the legal right and responsibility to investigate concerns about child abuse. To carry out investigations they have to have "reasonable cause to suspect that a child who lives, or is found to live in their area is suffering or is likely to suffer significant harm..." It has to be remembered that harm is very widely defined.

#### The Protection of Children Act 1999:

This act sets out the framework to enable employers to check on the suitability of employees seeking to work with children. Groups defined specifically as "childcare organisations" must apply the provisions of the Act, whilst other organisations working with children are encouraged to do so. The Act builds on the Police Act (1997) that set up the Criminal Records Bureau. A child care organisation is defined as an organisation 'which is concerned with the provision of accommodation, social services or health care services to children or the supervision of children'.

#### The Human Rights Act 1998:

This Act sets out the rights of children and families and reflects principles in international agreements. The Act gives the public the right to challenge what they perceive as an infringement of their human rights.

#### Sexual Offences (Amendments) Act 2000:

This Act introduced the concept of abuse of trust, whereby adults could commit an offence in engaging in sexual activity with someone younger than them if they are seen to be in a position of trust, even if the younger person is above the age of consent (eg teachers and pupils).

#### The UN convention on the Rights of the Child:

This includes a young people's charter, setting out how all children should have access to basic human rights. The convention on the rights of the Child outlines in 41 articles the human rights to be respected and protected for every child under the age of 18 years and requires that these rights are implemented in the light of the Convention's guiding principles.



## **USEFUL TELEPHONE NUMBERS**

Worcestershire Social Services	01905 765580
Worcester Police Family Protection Unit	01905 221045
NSPCC Helpline	0800 8005000
Childline	0800 1111