

Safeguarding Policy for the JADC

Introduction

The JADC has written this Safeguarding Children's policy to provide an understanding of Safeguarding and to establish internal procedures which demonstrate the Organisation's values and commitment in this particular area. It provides guidance for the members and volunteers about what to do in specific circumstances.

Within the area of safeguarding, it is vital that all members and volunteers, know what to do if they are concerned about a child or young person. It is equally important that others are aware that the Organisation takes the safety and welfare of children at risk into consideration in every activity that is undertaken.

The first part of this document provides the JADC Safeguarding Children's Policy followed by internal Procedures.

The JADC accepts that having a Safeguarding Children's Policy and internal Procedures are not enough in themselves to cover the wider remit of caring for children and young people, which is primarily about prevention; the organisation will also develop suitable training and provide advice to members and volunteers where necessary.

Safeguarding Children Policy

The JADC is fully committed to ensuring that safeguarding the welfare of children and young people is paramount. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children at risk from harm, abuse and exploitation. The JADC acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Members and volunteers of the JADC will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children, young people and adults.

The JADC recognises that:

- all children, regardless of age, disability, race, religion or belief, sex, sexual orientation or gender reassignment have a right to equal protection from all types of harm and abuse.
- Some children will be additionally vulnerable due to the impact of previous experiences, their level of dependency, communication and learning needs or other issues.
- That it is imperative to work in partnership with children, young people, their parents, carers and other agencies to promote the young people's welfare.

Commitment

- The JADC is fully committed to protect and promote individual human rights, the capacity for independence and improved wellbeing so that children stay safe and are at all times protected from abuse or neglect.
- The children/ young people in our care will be valued, listened to and respected.
- The JADC will maintain the ethos of an anti-bullying environment and will ensure there is an anti-bullying policy which will include procedures to help us deal with any bullying issues effectively, should they arise.
- The central purpose of the JADC's Safeguarding Children Policy and internal Procedures is to ensure that people know how to recognise signs of abuse and neglect and, where they do occur, that there is an appropriate response to protect those affected from further harm.
- The JADC is committed to ensuring that all necessary checks are made for all members of the production team and all members and volunteers who work directly with our children and young people.

In implementing this Safeguarding Children Policy, the JADC will:

- Ensure that all members and volunteers understand their legal and moral responsibility to protect children from harm, abuse and exploitation;
- Ensure that all members and volunteers understand their responsibility to work at all times towards maintaining high standards of practice;
- Ensure that the JADC provides a safe physical environment for our children and young people as well as for all members and volunteers by abiding by regulations for Health and Safety.
- Ensure that the JADC has an effective complaints and whistleblowing measures in place.
- Ensure that all members and volunteers understand their duty to report concerns that arise about a child at risk, or a member's or volunteer's conduct towards a child at risk, to the Organisation's named/designated person for safeguarding issues which is currently Clare Scott.
- Ensure that the named/designated person responsible for the safeguarding of children at the JADC understands their responsibility to refer any safeguarding concerns to the statutory agencies (i.e. Police and / or Multi Agency Safeguarding Hub (MASH));
- Ensure that any procedures relating to the conduct of members or volunteers are implemented in a consistent and equitable manner;
- Provide opportunities for all members and volunteers to develop their skills and knowledge, particularly in relation to the welfare and protection of children;
- Ensure that children and young people are enabled to express their ideas and views on a wide range of issues and will have access to the JADC's Complaints Procedure;

- Endeavour to keep up to date with national developments relating to the welfare and safeguarding of children and young people.
- Ensure that all recording and storing of information is stored professionally, securely and complies with the latest data protection laws.

Definitions

A Child

Anyone under the age of eighteen, in Jersey.

What is abuse?

The following definitions are based on those identified in Working Together to Safeguard Children 2015:

Physical Abuse

Physical abuse may involve hitting, shaking, biting, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

Physical harm may also be caused when an adult 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 effects on the child's emotional development, and may involve:

- Conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;
- Imposing age or developmentally inappropriate expectations 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;
- Seeing or hearing the ill-treatment of another e.g. where there is violence and abuse;
- Serious bullying, causing children frequently to feel frightened or in danger;
- Exploiting and corrupting 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, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (e.g. rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.

Sexual abuse includes non-contact activities, such as involving children in looking at, including online and with mobile phones, or in the production of, pornographic materials,

watching sexual activities or encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

In addition; Sexual abuse includes abuse of children through sexual exploitation. Penetrative sex where one of the partners is under the age of 16 is illegal, although prosecution of similar age, partners is not usual. However, where a child is under the age of 13 it is classified as rape.

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.

It may also include:

- The child not having adequate access to food, clothing or shelter.
- Not protecting a child from physical and emotional danger.
- Not providing adequate supervision of a child which would include leaving a child with somebody who is unable to look after them properly.
- Emotional neglect can also include a child being ignored, intimidated or deliberately isolated.
- A lack of access to appropriate medical care or treatment.

Procedure for what to do if you suspect abuse

All trustees, staff, volunteers and members must take the following action where appropriate:

- Ensure the child or young person is safe.
- Listen carefully to what the individual has to say, but do not ask questions other than to clarify what has been said.
- Inform the child disclosing abuse that you cannot keep this information confidential and must pass this information on to the Organisation's named person for safeguarding issues.
- Contact the emergency services if urgent medical help is required.
- Contact the safeguarding lead of the production immediately. If the safeguarding lead is unavailable, then the director of the production should be contacted. They should then contact the person responsible for safeguarding at the JADC. If contact cannot be made with any appropriate member of the production team then you should contact the safeguarding officer of the JADC. If you are unable to contact any of these people because you suspect they may be involved in the abuse, you should contact the Chair, Vice Chair or President of the Committee.
- The safeguarding lead of the production or the safeguarding person responsible for the safeguarding of the JADC will decide whether to contact MASH (Tel: 519000)
- The safeguarding lead of the production or the safeguarding person responsible for the safeguarding of the JADC will decide whether to contact the Police if it is suspected that a crime has been committed (Tel: 612612 or 999)
- Take care to preserve any evidence e.g. clothing, bedding, weapons, text messages, letters etc.
- Record the allegation or your suspicion of abuse as accurately as possible. **Do Not:**

- Question the child or young person as this may affect any police action.
- Discuss the allegation / abuse with the alleged perpetrator.
- Discuss the allegation / abuse with anybody else, other than safeguarding lead of the production or for the JADC.
- Take any other action without first discussing this with the safeguarding lead of the production or for the JADC.
- Promise to maintain confidentiality.
- Delay reporting the incident / allegation.

The Safeguarding lead for the JADC is currently Clare Scott. She can be contacted at safeguarding@jadc.co.uk

Emergency telephone number: [07797759992](tel:07797759992)

Safeguarding lead information for each production should be circulated to the appropriate cast and crew members of that specific production.

Raising Concerns

All members and volunteer have a clear professional and moral duty to report any allegations or suspicions of abuse or potential abuse of a child to the safeguarding lead of the production or for the JADC

Anybody within the JADC who is involved directly or indirectly with children has the responsibility to be aware of the possibility of abuse. They have a responsibility to take appropriate action whenever there is concern that abuse may have taken place or may occur, unless someone does something to stop it.

It is important that any allegation of abuse is taken seriously, however insignificant it may seem on first appearance to the person receiving the information.

Please refer to the Procedure for responding to concerns about a child or Young Person's wellbeing

AGENCIES

The Jersey Multi Agency Safeguarding Hub Telephone 449213/7 or if out of hours, The States of Jersey Policy Telephone 612612.

Youth Service – Principal Youth Officer 449249

Education – Senior Education Welfare Officer 449477

Jersey Child Protection Committee 445148 (training and support)

Approval and Review Details

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