



Isle of Cumbrae

RBLs

Pipe Band

Child Protection Policy

Introduction:

Isle of Cumbrae RBLs Pipe Band is committed to creating a safe environment for children, young people and adults. We recognise our moral and legal obligations to protect children and will ensure that members will take all reasonable steps to promote safe practice and to protect children from harm, abuse, and exploitation.

Our Policy is based on the following principles:

- The welfare of children is always the primary concern
- All children have the right to be protected from abuse regardless of their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/ or sexual identity
- Protecting children and young people is everybody's responsibility
- All children have a right to express their views on matters affecting them

We will:

- Treat everyone with respect
- Respect and promote the rights, wishes and feelings of children
- Provide time for children to talk to us and listen to what they say
- Encourage children to respect and care for others;
- Keep a register of every child involved with the group including relevant medical details and have a contact name and number close to hand in case of emergencies;
- Respect confidentiality and only share information/concerns with the people who need to know in order to protect the child
- Recruit, train and supervise those who work (paid and unpaid) using the Procedure for Safe Recruitment
- Take action to stop any inappropriate verbal or physical behaviour including bullying
- Take all concerns/ allegations seriously and respond appropriately in line with these and North Ayrshire Council's Child Protection Procedures. We will refer not investigate.
- Encourage parents to become involved in the organisation and, when requested, provide them with copies of all guidelines and procedures

Worried about a child?

Where any member of our organisation has concerns about the welfare or a safety of a child these should be discussed with the Child Protection Coordinator.

The Child Protection Coordinators are:

John Hood
Fiona Mitchell

The coordinator will determine the best course of action and how best to ensure the safety and welfare of the child.

In the event that the coordinator is not available members of the organisation may follow these steps and inform the coordinator of their actions at the earliest opportunity.

This may be:

- Sharing the concern with the child's named person such as Head Teacher of the child's school.

- Sharing their concern with Social Services via Reception Services.

Reception Services

- Irvine: 01294 310300
- Kilbirnie: 01505 684551
- 3Towns: 01294 605261
- Arran: 01770 600742

In the evening (after 5pm) the coordinator may share their concerns with Ayrshire Out Of Hours Service.

- Ayrshire Out of Hours Service: 0800 328 7758

Where immediacy is a factor informing Police Scotland should be contacted:

- Police Scotland 999

What Should I Say?

It is beneficial when making contact if you have:

- The child's name
- The child's date of birth
- The child's address.
- The nature of your concern.
- The current location of the child.
- Your name
- Your contact details.

What Happens Next?

Unless a child is in immediate danger, social services will always make some enquiries before deciding what action to take. They will check with other people who know the child such as their teacher and health visitor to see if they also have concerns. They will look to see if anyone else has shared a concern about the child. By doing this, they begin to build an overall picture about this child and their circumstances.

The information you share can make a crucial difference to this picture.

Depending on the picture that emerges for this child, the family will be offered different kinds of support to ensure the child is safe and well looked after.

The first priority for everyone is making sure the child is safe. Everyone can play a part in this. Please play your part by telling someone if you have any concerns about a child.

Disclosure.

In the event that a child discloses abuse to a member of this organization they should:

- Remain open to the disclosure: do not appear shocked or disbelieving (even if you feel it).
- Allow the child to feel secure and give them time.
- Never promise them that you will keep what they say secret but do reassure them that will act on their behalf to ensure only those who need to know are told.
- Only speak of the allegation to those to whom you must refer.
- Only discuss this with those who need to know to safeguard the child.
- Confidentiality is still essential except for the line of referral.
- Record what you have been told or observed. Use the child's own words (do not interpret what they have said).
- Remember overall that the child's welfare is paramount
- Report the details of the disclosure to the Child Protection Officer as soon as is practical possible.

Promoting and safeguarding the welfare of children.

To help safeguard and promote the welfare of children members of the organisation will require a basic level of knowledge regarding what may constitute harm to children.

The National Guidance for Child Protection in Scotland 2010 provides comprehensive information in relation to promoting and safeguarding the welfare of children. Members of our organisation should be aware of the forms which abuse may take and some of the possible signs and symptoms.

Physical Abuse

Physical abuse is the causing of physical harm to a child or young person. Physical abuse may occur from an actual attack to a child or an adult's deliberate failure to protect them from injury or suffering. Accompanied by neglect, physical abuse is the most common form of maltreatment of children and is the most common cause of child death from abuse.

- A child may be hit, punched, kicked or bitten

- Shaking a child is extremely dangerous and potentially fatal, babies are particularly at risk
- A child may be burned or deliberately scalded
- A child may be squeezed with violence or attempted suffocation
- Deliberate poisoning (household substances, alcohol, drugs or medicines)
- Shut in cupboards / Confined in small places
- Tied or strapped down

Signs that should concern you:

- Unexplained Injuries (bruising, bruised eyes, fractured or broken bones, burn or bite marks)
- Perplexing illnesses
- Continuous “accidents”
- An unlikely (or no) explanation for an injury
- A continual pattern of accidents or injuries
- A child may be reluctant to change for physical activities at school etc.

Behavioural indicators Include:

- A child who is very reluctant to return home
- A child who appears withdrawn / in pain or discomfort
- A child who is resistant to going home with one family member
- Self harm, self destructiveness
- Persistent aggression and violent play

Emotional Abuse

All children and young people who are abused are affected emotionally and all types of child abuse are harmful. Emotional abuse is a persistent emotional neglect or ill treatment that has severe and persistent adverse effects on a child’s emotional development.

- Children may be verbally abused – told they are stupid, useless, ugly or should never have

been born

- Subjected to continuous criticism or faced with unrealistically high expectations
- Their interests and achievements may be ridiculed or compared unfavourably
- Affection given by parents is dependant on the child's behaviour or achievements
- Children may be overprotected to an unrealistic extent
- Communication with the child may be distorted so that the adult uses his/her maturity inappropriately to make the child feel guilty
- Children may have their toys withdrawn, denied or sold by parents/carers as a punishment
- Children may be emotionally damaged by experiences of domestic abuse

Signs that should concern you about a child or young person:

- Child is developmentally delayed
- Child indicates through the use of words and body language that they think they are worthless, stupid or unattractive
- Children expect blame and punishment (or blame themselves)
- Children may harm themselves
- Children may find it difficult to make friends and see themselves as not being likeable
- Children may be mistrusting of adults
- Low self esteem
- Sudden speech and language difficulties
- Significant decline in concentration
- Head banging or rocking
- Compulsive stealing (from parents/carers/teachers)
- Extremes of passivity or aggression
- Running away
- Indiscriminate friendliness

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs. Often difficult to assess in practice, some recent child death inquiry reports have highlighted the consequences of neglect on children and this, alongside an apparent increase in neglected children has brought about a renewed focus on neglect.

- Inadequate food – leading to children and young people being malnourished
- Inadequate clothing (for time of year; shoes too tight; ill fitting clothing; dirty and unwashed clothing)
- Neglect of children's basic physical needs (dirty, smelly, unkempt)
- Leaving young children unattended.

Signs that should concern you:

- Child / young person may be too thin
- Child / young person may be tired and lethargic
- Child / young person may arrive at your workplace desperate for food/constantly hungry, eating large amounts
- Child / young person may be regularly dressed inappropriately for the weather
- Clothes may be dirty, smelly or soiled
- Parents may not bring the child on a regular basis
- Frequent lateness and/or unexplained non-attendance at school
- Child / young person may have untreated medical conditions or infections
- Low self esteem
- Ask: are all the children in the family neglected or is it only one child/ young person?

Sexual Abuse

Sexual abuse is any act that involves the child in any activity for the sexual gratification of another person, whether or not it is claimed the child consented or assented. It can include:

- Penetrative or non-penetrative acts
- Sexual fondling

- Masturbation
- Sexual Exhibitionism
- Non contact activities, such as watching pornographic material
- Pornographic Images
- Grooming (including grooming via the internet)

Signs that should concern you:

As with any kind of child abuse, there is no definite list of signs of sexual abuse. The following are not in themselves absolute evidence of sexual abuse. Concerns must be placed within an understanding of the normal range of children's development:

- Highly sexualised behaviour, rather than affectionate physical contact
- Abused children may express their worries and experiences through play
- Sexually explicit paintings or drawings
- Sexual knowledge or curiosity (unlikely for their age)
- Children can tell you unhappy secrets or games that they are uneasy about
- Regression in development
- Self harm
- A child not wishing to go with a certain adult or be looked after by a certain person (i.e. Babysitter)

A note about Child Sex Offenders

- Abusers may be extremely frightening and threaten to hurt the child or someone they care about
- Abusers may claim that nobody will believe the child if they tell (and may threaten the child with this)
- Some abusers will attempt to bribe children with presents, treats or money
- Some abusers work to convince children that what they are doing is a normal and acceptable activity within the family or between friends
- Abusers come from all classes, professions, racial and religious backgrounds and can be

anyone – family members, neighbours, friends, doctors, community group helpers, even professional colleagues

- Most known abusers are men, but some women sexually abuse their own or other children
- Young people also abuse children. About one third of reported cases involve young people

Protecting Children within Our Organization - Our Code of Conduct.

This Code of Conduct sets out acceptable and unacceptable standards of behaviour for all volunteer tutors and members of the Pipe band.

You Should:

- Play your part in helping to develop an ethos where all people matter and are treated equally, and with respect and dignity.
- Always put the care, welfare and safety needs of a child first.
- Respect a child's right to be involved in making choices and decisions which directly affect them.
- Listen attentively to any ideas and views a child wants to share with you.
- Respect a child's culture (for example their faith and religious beliefs).
- Respect a child's right to privacy and personal space.
- Respond sensitively to children who seem anxious about participating in certain activities.
- Speak to a band representative immediately if you suspect that a child is experiencing bullying or harassment.
- Ensure that when you are working with children you are at least within sight or hearing of other adults.
- Listen carefully to any child who 'tells you' (sometimes through drawings and behaviour as well as words) that they are being harmed and report what you have discovered immediately to you're the child protection officer.
- Report immediately any suspicion that a child could be at risk of harm or abuse.
- Never dismiss what a child tells you as 'lies' or exaggeration.
- Only restrain a child who is at imminent risk of inflicting harm to themselves or others or is at risk of damaging property.
- Never underestimate the contribution that you can make to the development of safe communities for children.

You should not:

- Exaggerate or trivialise another band members concerns about a child or ignore an allegation or suspicion of abuse in the hope that it will either 'go away' or that 'someone else will deal with it'.
- Discuss personal issues about a child or their family with other people except with the band Child Protection Officer when you are concerned about the child's wellbeing.
- Be drawn into any derogatory remarks or gestures in front of children or young persons.
- Allow a child, young person or adult to be bullied or harmed by anyone in the organisation.
- Allow children to swear or use sexualised language unchallenged.

You must never

- Engage in sexually provocative games, including horseplay.
- Never allow others to or yourself engage in touching a child in a sexually provocative manner.
- Never make sexually suggestive comments to a child, even in fun.
- Engage in rough or physical contact unless it is permitted within the rules of a game or sports activity or conforms to the guidance on appropriate physical restraint.
- Never form inappropriate emotional or physical relationships with children.
- Harass or intimidate a child or worker because of their age, 'race', gender, sexual orientation, religious belief, socio-economic class or disability.
- Never invite or allow children to stay with you at your home.

Code of Good Practice

Promoting good practice and adopting the following common sense guidelines can reduce opportunities for the abuse of young people and help to protect all band members from false allegations being made.

Band members should avoid:

- Spending excessive time alone with young people away from others
- Taking young people alone in a car journey, however short
- Taking young people to their home

Where this is impractical volunteer tutors/band members should ensure they only occur with the full knowledge and consent of someone in charge in the organisation and/or the young person's parents.

Emergency Situations

In an emergency, which requires help of a personal nature, this should be given by a member of the same sex and parents should be fully informed after the event. It is important to ensure all band members are sensitive to the young person and undertake personal care tasks with the utmost discretion.

If health issues arise while a young person is participating during tuition or in a Pipe Band event, the Pipe Band is responsible for initiating the proper care. If medical attention or hospital care is needed, the young person's own parents/carers must be contacted to inform them of the situation as soon as possible. The young person must be accompanied throughout the process by a suitable band member of the same sex. It is incumbent upon parents to make the appropriate tutor and band secretary aware of any pre-existing medical conditions and treatment required if the parents are not present.

A young person who is unable to participate in activities through being unwell must be supervised by an appropriate band member until parents can be contacted to assume care.

A young person who has to be taken home because of exclusion, emergency or some other cause will be accompanied by two persons one of whom will be the nominated Pipe Band Child Protection Officer.

Parents of young band members will be asked to give their written permission for the child to be included in any band photographs or other publicity material.

Protecting Children within Our Organization

Our Organisational Policy and Procedure.

The Band has a duty of care to implement effective policies and procedures for safeguarding the welfare of children and young people. We will follow the following procedures within our

organization.

Volunteer Tutors:

- All new applicants as volunteer tutors will complete an application form
- All successful applicants will provide suitable references.
- All successful applicants will complete PVG check.
- All newly appointed tutors complete the agreed probationary period on commencement of their role.

Induction / Training

- All members of the organisation will receive training on
- Details of the structure of the organisation
- Details of the organisations aims and objectives
- Details and clarification of the expectations, roles and responsibilities within our organisation.
- The child protection policy and procedures of the organisation.

Expectation and Responsibility:

- All volunteers will receive training, information and a copy of the organisations Code of Conduct
- All volunteers receive training, information and a copy of the organisations Code of Good practice
- All volunteers receive training, information and a copy of the organisations Child Protection Procedures
- All volunteers will be given details of the organisations Child Protection Officer contact details and their role.

Steps to Protect Children

All volunteers will be able to access training to develop their knowledge of child protection and

their obligations.

This will include:

- Types of abuse and a summary of signs and indicators
- Procedures for responding to concerns about abuse
- Procedures and practice for responding and listening to disclosure of abuse
- Details regarding information sharing.
- Details of who within the organisation volunteers should report care and protection concerns.

Addressing issues within our Organisation.

The organisation will ensure that all procedures relating to the conduct of workers are implemented in a consistent and equitable manner by:

- Conducting a consistent recruitment procedure
- Providing training and guidance to all volunteers on the range of policies and procedures that must be adhered to within the organisation for the Care and Protection of Children
- Providing training and information to all workers on the organisations disciplinary procedures
- Ensuring all workers receive information on the relevant legislation that the organisation must adhere to, for example the Protection of Children (Scotland) Act 2003
- 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 organisations policies and procedures including the Code of Conduct and Complaints procedure.
- Ensure that members are aware of how to escalate their concerns in the event that they are unsatisfied by the initial response they are offered.
- Ensure that parents/carers are encouraged to be involved in the work of the organisation and, when requested, have access to all policies and procedures.

Review

Isle of Cumbrae RBLs Pipe Band have developed this procedure in conjunction with North Ayrshire Child Protection Committee.

This Policy and Procedures will be regularly monitored and reviewed:

- When there is any significant change in legislation or procedures.
- Following any issues or concerns raised about the protection of children in this organisation
- In all other circumstances, at least annually.