



## **Child Protection Policy**

### **Principles**

- The child's welfare is paramount.
- All children whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of inappropriate behaviour will be taken seriously and responded to swiftly and appropriately.
- As defined on the Children's Act 1989 anyone under the age of 18 years should be considered as a child for the purposes of this document.

### **Aims**

The aims of these guidelines are:

- To keep children safe
- To reduce the risk of allegations against staff
- To determine procedures should there be an allegation against an adult working at the farm
- To support staff and children by being as clear as possible about safe conduct

### **Expectations concerning adult behaviour at the farm**

- All staff have a duty to keep children safe and to protect them from physical and emotional harm.
- All staff must be aware of the farm's Child Protection Policy and procedures.
- Staff must be prepared to undergo an enhanced Criminal Records Bureau check to ensure they are not barred from working with children.

- Where no specific guidance exists, staff are expected to make professional judgements about their behaviour in order to secure the best interests and welfare of the children and in so doing will be deemed to be acting reasonably.
- No one should use their power and influence to intimidate, threaten, coerce or undermine children.

### **Whistle blowing**

- It is the duty of any member of staff to report to a director any behaviour by any colleague/adult which gives cause for concern in relation to safeguarding the wellbeing of children.
- Staff should always report to a director anything of concern about a child's wellbeing or anything that might affect their own safety and reputation.
- If any incident occurs which may result in an action being misinterpreted and/or an allegation being made against a member of staff, then the relevant information should be reported to a director and recorded promptly.

### **Propriety**

- Ensure that your action is fair, reasonable, warranted, proportionate, measured, safe and applied equitably.
- Act as a role model and do not behave in such a manner that would lead any reasonable person to question your suitability to work with children.
- Do not make personal or sexual remarks to a child (including email, text messages, phone and letter) or behave in any way which could be misinterpreted as sexually suggestive or provocative.
- Do not answer inappropriate questions or discuss your own sexual preferences or sexual relationships with or in the presence of children.
- Dress decently, safely and appropriately.

### **Confidentiality**

- Confidential information about a child should not be shared with anyone other than on a professional need-to-know basis.

### **Physical Contact**

- Be aware that physical contact with a child can be misconstrued. Any such contact should never be secretive or for personal gratification or of a nature which may be considered indecent.

- There are sometimes occasions when it is appropriate and reasonable for staff to have physical contact with young children, but you should only touch when it is appropriate and proper to do so in your professional judgement.
- No adult should indulge in horseplay, tickling or fun fights at the farm.
- Report immediately any physical contact which concerns you or which you believe may have been misconstrued.
- Be self-aware and avoid any contact which may be intrusive or open to misinterpretation.

### **Communication, photographs and ICT**

It is good practice to record photographic and video images of children at the farm. Due to the potential for images of children to be misused for pornographic purposes, staff should follow these guidelines:

- Be clear to the children about why the images are being recorded.
- Ensure that a director is aware that you are recording images.
- Ensure that all images are available for scrutiny, in order to screen for acceptability.
- Avoid making images in one to one situations.
- Images of children should not be displayed on websites, in publications or in a public place without the consent of the child and parent/carer.
- Accessing child pornography, or making, storing or disseminating such materials is illegal and if proven will lead to a bar from working with children.
- Staff must not use farm IT equipment to access adult pornography on or off site.

### **Keeping yourself safe**

- Avoid being alone with a child in remote, secluded areas of the farm.
- Try to ensure there is visual access and/or an open door whenever possible.
- Try to ensure that there are other staff around.
- You should not transport children in your own vehicle, especially one to one without discussion with parent/carer.
- Unless unavoidable do not transport a child to hospital in your own vehicle following an accident, but call an ambulance.

**Adopted: 17.8.09      Reviewed: January 2019**