

DIVERSE VOICES EDUTAINMENT C.I.O

1 Poole Road
Hackney
London
E9 7AE

TEL:0203 583 6128

E-MAIL: info@diversevoices.co.uk



Child Protection Policy

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse. The worker or volunteer should make a report of the concern as described below.

The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: Alex Williams

Tel: 07951 422 952

Email: alex@diversevoices.co.uk

The Designated Safeguarding Lead is nominated by the Trustees to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

It is the policy of Diverse Voices to safeguard the welfare of all its child members and child service users by protecting them from physical, sexual and emotional harm. Diverse Voices and its trustees and workers will afford children the **security, privacy** and **dignity** they deserve.

Accordingly, Diverse Voices is committed to:

Taking into account, in all its considerations and activities the interests and well being of young people;

- Respecting the rights, wishes and feelings of the young people with whom it is working;
- Taking all reasonable practicable steps to protect them from physical, sexual and emotional abuse;
- Promote the welfare of young people and their protection within a relationship of trust;

We recognise that child protection should not be treated in isolation - we will take on board guidance given by Child Protection Act and will address recruitment and selection of volunteers and paid employees by doing the following:

1) We accept that it is our responsibility as a group to check that all adults with substantial access to children have been appropriately vetted, and hold a current DBS/CRB check issued within the last 3 years.

2) We will ensure that every new volunteer or member of staff will complete a Personal Profile Form.

3) We will make a request for previous addresses on volunteer/ job application forms;

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- 4) We will ask for the names of two referees who will be prepared to provide a written reference;
- 5) We will follow up each reference with a telephone call or personal contact during which we will discuss the applicant's suitability to work with children. A record of this discussion will be kept in the applicant's file;
- 6) We will interview prospective volunteers and staff;
- 7) We will note at interview all previous experience of volunteers and staff in working with children;
- 8) We will carry out a probationary period for all volunteers and staff of at least 3 months.

What is child security?

Children have the right to be completely secure from the fear or reality of abuse (either physical or emotional) resulting from an inappropriate contact with a sponsor or any other person.

What is child privacy?

Children and their families must be assured that Diverse Voices is protecting the integrity of information, including photographs and any other material, which is shared about them with the public. We take potential abuse of child photographs in any format very seriously. Privacy also demands that children, their families and communities be shielded from any potential inappropriate contact from sponsors or others attending our public events.

What is child dignity?

The lives of children, their families, and members of their community should be portrayed with accuracy and dignity. The children we work with are not objects, but are partners with us in the process of bringing a cultural holistic (spiritual, physical, psychological and social) transformation to communities and also in the process of conditioning the hearts of beneficiaries and the public alike.

We always seek the full, informed consent of parents, guardians, and/or community leaders, school representatives and religious leaders for a child's participation in our programs.

Child Abuse

Child abuse is a term used to describe ways in which children are harmed, usually by adults and often by people they know and trust. It refers to the damage done to a child's physical, mental or emotional health. Children can be abused within or outside their family, at school and within a social environment.

There are five main forms of abuse:



Physical abuse

Physical abuse occurs where an adult physically hurts or injures children (e.g. by hitting, shaking, squeezing, biting or burning and encourages harmful behaviour). This can include

- Giving children alcohol, cigarettes, inappropriate drugs or poison.
- Attempt to suffocate or drown children.

Neglect

Neglect might also occur if a supervising adult fails to ensure children are safe, or exposes them to undue extremes of risk or injury. This includes situations in which adults:

- Fail to meet a child's basic physical needs (e.g. for food, warm clothing).
- Consistently leave children alone and unsupervised.

Sexual abuse

Sexual abuse might also occur when inappropriate physical contact takes place and adults misuse their power over children creating abusive situations. Includes situations in which adults use children to meet their own sexual needs:

- Have full sexual intercourse, and engaging in any variant of the sexual act
- Show children pornographic books, photographs or videos or taking photographs for pornographic purposes.

Emotional abuse

Emotional abuse might include situations where parents and other attending adults subject children to constant criticism, bullying or unrealistic pressure to perform to high expectations. This behaviour can include situations in which adults:

- Show a persistent lack of love, affection or attention.
- Show constant overprotection preventing children from socialising
- The frequent taunting or shouting at children.

In our process of protecting children in the performance of our activities we will remain watchful of the welfare of children and will be diligent in attending to their needs and be fully aware of the damage that children undergo in society. We shall address issues of child abuse wherever we encounter them.

Last updated	April 2023	Updated by	Alex Williams (Safeguarding Lead)
Next update due	April 2024		