

Waterland Outdoor Pursuits Child Protection Policy

As defined in the Children Act 1989, for the purposes of this policy anyone under the age of 18 should be considered as a child. The policy also applies to vulnerable adults.

It is the policy of the Waterland to safeguard children, young people and vulnerable adults taking part in the activities the company provides from physical, sexual or emotional harm. The Company will take all reasonable steps to ensure that, through appropriate procedures and training, children participating in outdoor activities with the company do so in a safe environment. We recognise that the safety and welfare of the children and vulnerable adults are paramount and that all children or vulnerable adults whatever their age, gender, disability, culture, ethnic origin, colour, religion or belief, social status or sexual identity, have a right to protection from abuse.

Waterland actively seeks to:

- Create a safe and welcoming environment, both on and off the water, where children and vulnerable adults can have fun and develop their skills and confidence.
- Recognise that safeguarding children and vulnerable adults is the responsibility of everyone, not just those who work with children.
- Ensure that Waterland-organised training and outdoor activities are run to the highest possible safety standards.
- Be prepared to review its ways of working to incorporate best practice.

We will:

- Treat all children and vulnerable adults with respect and celebrate their achievements.
- Carefully recruit and select all employees, contractors and volunteers.
- Respond swiftly and appropriately to all complaints and concerns about poor practice or suspected or actual abuse.

This policy relates to all employees, contractors and volunteers who work with children or vulnerable adults in the course of their company duties. It will be kept under periodic review. All relevant concerns, allegations,

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complaints and their outcome should be notified to the **Waterland Child Protection Co-ordinator who is Peter Pendlebury.**

Waterland, as an organisation that works extensively with young people, recognise the need of a policy that not only provides a safe environment that young people enjoy but also protects staff working with young people and vulnerable adults. The following conditions are a mandatory part of employment when the company recruits.

1. All new applicants will be interviewed and assessed working with groups.
2. All applicants must provide at least two references, either from school or work related posts.
3. All applicants must be prepared to be reference checked and have a current DBS Enhanced Certificate

Staff will be expected to follow the following, not only for their safety but also that of the young person.

1. Staff will not enter the changing area when young persons or vulnerable adult are preparing for activity unless they are accompanied by another member of staff.
2. Staff will not use offensive, racist, or sexist behaviour whilst on duty.
3. Staff, whilst checking flotation aids or equipment, which a young person or vulnerable adult is wearing, but will only check the equipment when other people are present.
4. Staff will never be alone with a young person or vulnerable adult at any time out of the public eye.
5. Staff will report any contact from a young person that he / she considers places that staff member at risk from complaint.

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6. Staff have a duty to pass information to higher authority if they suspect abuse, either sexual, emotional or neglect of the young person or vulnerable adult by any person; or the young person or vulnerable adult has or is in the process of committing an offence.
7. Other than the above, if the young person or vulnerable adult confides in a member of staff they will keep the conversation confidential. If 6 above apply the young person or vulnerable adult MUST be warned that the disclosure will be passed on. The appropriate person to pass information to will be the site manager who will take appropriate action either contacting Social Services or the Probation Services.
8. Any staff that suspects that other staff are not adhering to the policy must report the matter to the Site Manager

All staff should adopt the following methods of working:

1. Demonstrate, at all times integrity and respect for all.
2. Display high standards of behaviour.
3. Make sure all participants are aware of the necessary rules, organisation and safety relevant to the activity
4. Be aware of the emotional, physical and intellectual development of young people and vulnerable adults.
5. Promote fair play and the positive aspects of sport and physical activity.
6. Inform all participants, parents or guardians who to approach if they have a complaint or other concern relating to the organisation.

P.C Pendlebury (Director)

Dated 24/11/2016

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