

Les Poussins (Milton Keynes) CIC
Child Protection Policy 1.0





Contents

Contents	2
1.0 Introduction	3
2.0 Executive Summary	3
3.0 Definition	3
3.1 Child Protection	3
3.2 Child Abuse	4
4.0 What are the signs of Abuse?	4
4.1 Neglect	5
4.2 Physical Abuse	5
4.3 Sexual Abuse.....	5
4.4 Emotional Abuse.....	6
5.0 Policy Statement	6
5.1 Responsibilities	6
5.2 Principles	6
5.3 Procedure	7



1.0 Introduction

Les Poussins (Milton Keynes) CIC is committed to the principle that the welfare of children is paramount, and as such is committed to safeguarding the welfare of all children entrusted to their care and protecting them where necessary.

Les Poussins believes that every child, regardless of age, always has and in all situations, a right to feel safe and protected from any situation or practice that results in a child being physically or psychologically harmed. In our organisation, if we have suspicions about a child's physical, sexual, or emotional well-being, we will take action.

Child Protection is the responsibility of every adult who is involved with children.

2.0 Executive Summary

This child protection policy endorsed by Les Poussins demonstrates the importance that Les Poussins places on the protection of children who participate in all activities organised by the group. Les Poussins is committed to ensuring that children are safe and that their experiences are enjoyable.

Les Poussins is committed to implementing this Policy by:

- Disseminating appropriate child protection policy guidance to raise awareness of the issues and procedures with staff, volunteers, and parents.
- Implementing sound recruitment procedures for new staff
- Promoting good practice to protect all people involved in the group.
- Implementing systems and procedures to deal with complaints and allegations.
- Monitoring the effectiveness of this policy and its impact on the group.
- Maintaining a positive profile for child protection work.

3.0 Definition

3.1 Child Protection

The intention of the Children's Act 1989 is to ensure that the welfare and development needs of children are met, including their need for protection from all forms of abuse, neglect, or exploitation. The Children's Act 2004 supplemented the 1989 Act and reinforced the message that all organisations working with children have a duty in helping safeguard and promote the welfare of children.



The Human Rights Act 1998 gives the right for children and young people to express and have their views taken into account on any issues or decisions that affect them.

All staff are required to read and regularly refer to the document Keeping children safe in education part 1 updated September 2022 available to download on.

[Keeping children safe in education - GOV.UK \(www.gov.uk\) -
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSIE_2022_revised.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSIE_2022_revised.pdf)

3.2 Child Abuse

“Children may be in need of protection where their basic needs are not being met, in a manner appropriate to their age and stage of development, and they will be at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s), or other relative(s), or a carer (i.e., the person(s) while not a parent who has actual custody of the child)”

Reference “Protecting Children: A Shared Responsibility.”

This is a very open definition that encourages us to be open minded and think about what child abuse is. For those working in the field of Child Protection the definition is broken down further into Categories of Abuse, namely:

Physical Injury: Any significant harm caused to the child, or the failure to prevent it.

Sexual Abuse: This is sexual exploitation of a child or adolescent. This might be full sexual intercourse, masturbation, oral sex, anal intercourse, or fondling. Showing children pornographic magazines or videos is also a form of sexual abuse.

Emotional Abuse: This is the severe emotional ill treatment or rejection of a child, which can lead to them suffering harm. All abuse involves some emotional ill treatment, but emotional abuse can take place in isolation.

Physical Neglect: For example, the failure to protect the child from exposure to any kind of danger, including cold and starvation, or extreme failure to carry out important aspects of care, which leads to a child suffering harm. Non-organic Failure to Thrive (non-medical reason)

4.0 What are the signs of Abuse?

Below are a number of signs of abuse. However, they are only indications that abuse **might** have taken place. Most symptoms can have many reasonable explanations which account for them. However, if you do suspect abuse you must act.



4.1 Neglect

Physical Indicators	Behavioural Indicators
Loss of weight	Tired or listless
Unattended medical needs	Constantly asks for food
Persistent hunger	Frequently absent or late
Self-inflicted wounds	Running away
Inappropriate clothing	Child seems happy with you, but not with parent

4.2 Physical Abuse

Physical Indicators	Behavioural Indicators
Unexplained bruises (In various stages of healing)	Changes in behaviour
Welts, human bite marks	Aggressive behaviour
Unexplained burns/immersion marks	Severe tantrums
Unexplained fractures	A don't care attitude
Lacerations or abrasions	Fear of returning home
Complaining of soreness	Fear of one adult

4.3 Sexual Abuse

Physical Indicators	Behavioural Indicators
Soreness or bleeding in throat, anal or genital areas	Becomes hysterical when nappy changed, or other clothing removed
Frequent urine infections	Aggressive and inappropriate sex play
Stomach pains for no medical reason	Withdrawal
Isolated	Mistrustful of adults
Poor eating, nightmares	
Frequent masturbation	



4.4 Emotional Abuse

There are unlikely to be physical symptoms of emotional abuse. There may be behavioural Indicators

Lagging development	Over reaction to mistakes
Sudden speech disorders	Extremes of passivity or aggression
Has few friends	Appears depressed
Seems out of control	

5.0 Policy Statement

5.1 Responsibilities

Les Poussins will:

- Encourage all staff and volunteers within Les Poussins to have up-to-date policies and checks.
- Accept the moral and legal responsibilities to endorse and implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse.
- Respect and promote the rights of young people.
- Recruit, train and supervise its employees/volunteers to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations.
- Require staff/volunteers to adopt and abide by Les Poussins Objectives, and the Child Protection Policy and Procedures.
- Hold a register of every child involved in their organisation including relevant medical details and have a contact name and number close to hand in case of emergency.
- Treat everyone with respect.
- Remember that some issues are confidential.
- Encourage our members to engage in activities that require more than one adult being present or at least within sight and hearing of others.
- Take action to stop any inappropriate verbal or physical behaviour.
- Respond to any allegations appropriately and implement a Les Poussins disciplinary and appeals procedure.

5.2 Principles

The guidance given in the child protection procedures is based on the following principles:

- The welfare of young people (the Children's Act 1989 defines a young person as under 18 years) is the primary concern.



- All young people, regardless of their age, culture, disability, sex, ethnic origin, religious belief, gender identity, sexual orientation, pregnancy, and maternity status have the right to protection from abuse.
- It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility to report any concerns.
- All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly and appropriately.

5.3 Procedure

All volunteers and staff are encouraged to share concerns with the designated safeguarding leads: Raphaëlle Clark or Claire Husaunndee. If the situation is clearly an urgent case, the child is too frightened to go home or we have serious doubts about the child's safety, we will contact Milton Keynes LADO (Local Authority Designated Officer) on (01908 254300) or MASH (Multi Agency Safeguarding Hub) on 01908 253169. If out of hours, contact the Emergency Social Work Team: 01908 265545. It is important to remember that the MASH team to contact is the one covering the area of home address of child being referred. Any LADO contact information can be found on: <https://national-lado-network.co.uk/lado-contact-details/>

If our concerns are more general about a child's welfare, then we will discuss these, and decide if we should make a referral. It is important that all volunteers and staff communicate concerns accurately.

All volunteers and Staff will follow the procedures below:

- Upon receipt of any information from a child or if suspicious, it is necessary to record what they have seen, heard or know accurately at the time the event occurs – please write this down.
- Please give the statement to the designated safeguarding lead and agree action to take. Note Although the Designated Safeguarding Lead is responsible for making referrals, ANYBODY can make a referral if they have concerns about a child.
- Always REFER never INVESTIGATE any suspicions or allegations about abuse.

Both the local area Social Work Office and the Police Office telephone number are to be found in the telephone directory.

Multi-agency Safeguarding Hub (MASH) and LADO	01908 253169/70
Emergency (out of hours)	01908 265 545
MASH Northamptonshire	0300 126 1000
MASH Buckinghamshire	01296 383962
Police Emergency	999
Police Non-Emergency:	101

Child protection policy approved by Les Poussins Executive Committee



This policy statement should be read with the following Les Poussins policies and procedures.

- **Safeguarding Policy Statement**
- **Equal opportunities policy** including recruitment and complaints procedures
- **Staff and volunteer handbook** including induction, training, supervision, and whistle blowing procedures
- **Health and safety policy** including risk assessment and off-site procedures
- **School code of conduct**

Approver	Signature	Release date
Claire Husaundee Director		September 2022

Previous version	Current Version	Previous date	Changes made
NEW	1.0	NA	New document



Employee's Name	Signature

