



# Les Poussins

## Child Protection Policy



Les Poussins (Milton Keynes) CIC



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, has at all times 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 has involvement with children.

## 1. 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.

## 2. Definition



## 2.1 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 dated sept. 2021 available to download on [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1014058/KCSIE\\_2021\\_Part\\_One\\_September.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014058/KCSIE_2021_Part_One_September.pdf)

## 2.2 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)



### 3. 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.

#### 3.1 Neglect

##### *Physical Indicators*

Loss of weight

Unattended medical needs

Persistent hunger

Self-inflicted wounds

Inappropriate clothing

##### *Behavioural Indicators*

Tired or listless

Constantly asks for food

Frequently absent or late

Running away

Child seems happy with you, but not with parent.

#### 3.2 Physical Abuse

##### *Physical Indicators*

Unexplained bruises  
(In various stages of healing)

Welts, human bite marks

Unexplained burns/immersion marks

Unexplained fractures

Lacerations or abrasions

##### *Behavioural Indicators*

Changes in behaviour

Aggressive behaviour

Severe tantrums

A don't care attitude

Fear of returning home



Complaining of soreness

Fear of one particular adult

### 3.3 Sexual Abuse

#### *Physical Indicators*

#### *Behavioural Indicators*

Soreness or bleeding in throat, anal or genital areas

Frequent masturbation

Frequent urine infections

Aggressive and inappropriate sex play

Stomach pains for no medical reason Withdrawal

Isolated

Mistrustful of adults

Poor eating, nightmares changed

Becomes hysterical when nappy or other clothing removed



### 3.4 Emotional Abuse

There are unlikely to be physical symptoms of emotional abuse.

#### *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

## 4. Policy Statement

### 4.1 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, wishes and feelings 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

#### 4.2 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, gender, 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.

#### 4.3 Procedure

All volunteers and staff are encouraged to share concerns with the designated safeguarding lead: Raphaëlle Clark or other safeguarding officers, namely Claire Husaundee. 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) or MASH (Multi Agency Safeguarding Hub) on (01908 253169/253170). If out of hours, contact the Emergency Social Work Team: 01908 265545

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:

- 1) 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.
- 2) 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
- 3) 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  
Police Emergency 999  
Police Non-Emergency 101



*Child protection policy approved by Les Poussins Executive Committee*

*Signed: Claire Husaunndee, Director*

*Date: 03/09/2021*

*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 whistleblowing procedures*
- *Health & safety policy including risk assessment and off-site procedures*
- *School code of conduct*

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Staff signatures :