

STAGE ONE YOUTH – CHILD PROTECTION POLICY

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 neglect, physical, sexual and emotional abuse.

Promoting the welfare of young people and their protection within a position of trust.

Adults involved with Stage One Youth must ensure:

- That their behavior is appropriate at all times.
- That they observe the rules established for the safety and security of young people.
- That they follow the correct procedures following suspicion, disclosure or allegation of child abuse
- That they recognise the position of trust in which they have been placed
- That in every respect, the relationships they form with the young people under their care are appropriate.

What happens if....?

If you suspect abuse, a young person confides in you, or a complaint is made about any adult or about yourself, it is your duty to report your concern. If a young person tells you about abuse by someone else:

- Allow the young person to speak without interruption, accepting what is said
- Offer immediate understanding and reassurance, while passing no judgement
- Advise that you will try to offer support but that you must pass the information on
- Immediately tell another member of the Stage One Team
- Write careful notes of what was said; use actual words wherever possible
- Sign, date and pass your note to the Stage One Team
- Ensure that no situation arises which would cause further concern

Note: In an emergency (young person at imminent risk of significant harm) contact police or social services direct. Inform the Stage One Team of the action you have taken.

If you have a concern about a young person's safety and well-being:

- Immediately tell a Stage One Team member
- Write careful notes of what you witnessed, heard or was told
- Sign, date and pass your notes to the Stage One Team
- Ensure that no situation arises which would cause further concern If you receive a complaint or allegation about an adult or about yourself:

- Immediately tell the Stage One Team
- Write careful notes of what you witnessed, heard or was told
- Sign, date and pass your notes to the Stage One Team
- Try to ensure no-one is placed in a position which could cause further compromise

Note: Any adult at Stage One Youth has the right to report any concerns, or suspicions about another member in confidence and free from harassment.

You must refer not investigate

NB An adult is defined as someone over the age of 18

Code of Practice - Checklist

- DO treat everyone with dignity and respect
- DO set an example you would wish others to follow
- DO treat all young people equally — show no favouritism
- DO plan rehearsals that involve more than one other person being present, or at least are within sight and hearing of others
- DO advise young people if physical contact is required in order to demonstrate something that you ask their permission first
- DO respect a young person's right to personal privacy
- DO avoid unacceptable situations within a relationship of trust e.g. a sexual relationship with a member over the age of consent
- DO allow young people to talk about any concerns they may have
- DO have separate changing areas for boys and girls, and for over 16s and under 16s
- DO encourage others to challenge any attitudes or behaviours they do not like
- DO avoid being drawn into inappropriate attention seeking behaviour e.g. tantrums and crushes
- DO ensure a no alcohol policy when young people are in your care — adults and young people
- DO make everyone aware of the child protection procedures — young people, parents/carers, and all other helpers
- DO remember this code even at sensitive moments e.g. when responding to bullying, bereavement or abuse
- DO keep others informed of where you are and what you are doing during rehearsals and performances
- DO remember someone else might misinterpret your actions, no matter how well-intentioned
- DO take any allegations or concerns of abuse seriously and refer immediately
- DO NOT trivialise abuse
- DO NOT form a relationship with a young person that is an abuse of trust
- DO NOT permit abusive peer activities e.g. initiation ceremonies, bullying
- DO NOT engage in inappropriate behaviour or contact — physical, verbal, sexual
- DO NOT play physical contact games with young people
- DO NOT make suggestive remarks or threats to a young person, even in fun
- DO NOT use inappropriate language — writing, phoning, email or internet
- DO NOT let allegations, suspicions or concerns about abuse go unreported
- DO NOT just rely on your good name to protect you.

Composed July 2011 and reviewed annually