

Child Protection Policy For Thrive Africa Charity

We strongly believe that every child regardless of age, has at all times and in every situation the right to feel safe and protected from any situation or practice that results in a child being physically or psychologically damaged.

Each child has the right to protection from all forms of abuse, neglect and exploitation. Our policy upholds that children should have the right to express their views on any issues or decisions affecting them.

We will:

Hold a register of every child involved with the group including a contact name and number close to hand in case of emergencies;

Treat everyone with respect;

Respect that some issues are confidential;

Provide an example we would wish others to follow;

Where possible consider activities which involve more than one adult being present or at least within sight and hearing of others;

Be aware that, someone else might misinterpret our actions even if they are well-intentioned;

Respect a child's right to personal privacy;

Provide time for children to talk to us;

Encourage children to respect and care for others;

Take action to stop any inappropriate verbal or physical behaviour;

Suspicious or allegations of abuse should be investigated by the appropriate paid member of staff or Trustee;

Only share concerns and seek support from those identified in the group's child protection policy;

We accept that it is our responsibility as a group to check that all adults with substantial access to children have been appropriately vetted;

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

We will ask for the name of a reference who will be prepared to provide a written reference;

We will contact the reference with a letter in which we will inquire into the applicant's suitability to work with children. A record of this will be kept in the applicant's file;

We will interview prospective volunteers and staff;

We will note at interview all previous experience of volunteers and staff in working with

children;

We will undertake CRB checks on volunteers and staff whom will come into contact with children while working on our behalf;

We believe 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 damaged. In our group, if we have suspicions about a child's physical, sexual or emotional well being, we will take action.

All volunteers or staff are encouraged to share concerns with the group's committee member who has agreed to monitor child protection issues. If the situation is clearly an urgent case, we have very serious doubts about the child's safety, we will contact Social Work Services or Police immediately. If our concerns are more general about a child's welfare, then we will discuss these with our group's child protection monitor, who would then make a referral to Social Work who will make the necessary arrangements. It is important that all volunteers and staff communicate concerns accurately. To this end, volunteers and staff will follow the procedures below:

- Upon the receipt of any information from a child or suspicions, it is necessary to record what they have seen, heard or know accurately at the time the event occurs.
- Share their concerns with the monitor for the group and agree action to take.
- Always REFER never INVESTIGATE any suspicions or allegations about abuse.