

CHILDREN AND YOUNG ADULTS' PROTECTION POLICY STATEMENT

The Boys' Clubhouse is committed to creating and maintaining the safest possible environment for children and young adults aged up to 25 years old, whether as members, visitors or as staff.

The safety of children and young adults is a constant component of our thinking whether we are working with them directly or when we work with adults in any of our other services; meeting its statutory obligations as specified in Childrens' Act 2004, Section 11(Statutory Guidance on Making Arrangements to Safeguard & Promote the Welfare of Children) and The Working Together to Safeguard Children' (2018)

This policy is based on the following principles:

- That the welfare of children and young adults is paramount;
- That all children and young adults without exception have the right to protection from abuse;
- That services provided are confidential and will only be shared with a client's express permission to do so;
- That all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately. In any situation where there may be a concern about child safety – no matter how minor – the issue should not be kept to oneself. It must **always and immediately** be reported to a line manager and the Head of Service or the Chair of Trustees. Records must be made of all such referrals.
- Where a child is at risk of serious harm, or causing harm to others, the child's safety will take priority over all other considerations, including confidentiality.
- That as best practice to ensure that we are aware of the whereabouts of any young person under the age of 16 who is in our building or on excursions.

The policy statement is written in conjunction to the charity's health and safety policy.

The Boys' Clubhouse,

- Is committed to ensuring that the health, safety and well-being of our members, visitors and staff is addressed at all times.
- Recognises that all children and young adults have the right to freedom from abuse.
- Responds swiftly and appropriately to all suspicions or allegations of abuse and providing parents and children and young adults with the opportunity to voice any concerns they may have.

President Rabbi Shimon Winegarten
Trustee Board Moshe Frankel, David Wilner; Stephen Taylor
Chief executive Ari Leaman
Senior Therapeutic Consultant
Rabbi J Dove BSc, MA, Reg: UKCP

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- Ensures that all our staff and volunteers are selected carefully and accept responsibility for helping to prevent the abuse of children and young adults in their care.
- Considers security issues at all times when holding events and activities.
- Will provide guidance and child protection training to all staff as appropriate and to ensure their familiarity with the Common Assessment Framework (CAF).
- Works to established guidelines and procedures set by relevant local authorities.
- Appoints child protection officers who take specific responsibility for child safety and acts as an initial point of contact for parents, children, young adults and outside agencies. Concerns that a child or vulnerable adult is at risk of serious harm will be reported to the statutory authorities.
- Appropriate vetting procedures are in place before appointments are made. These will be by internal review and in compliance with Disclosure and Barring Service (DBS) regulations. All applicants must hold an enhanced DBS clearance. An enhanced DBS clearance that is no more than 12 months old will be acceptable for the purpose of engagement or employment.
- Complies with Data Protection Act regulations
- Holds adequate and appropriate insurance.
- Regularly reviews the Child and Young Adult Protection Policy and considers this and other policies at the annual general meeting.

The following are available for inspection on request:

- Procedure for dealing with issues of concern
- Health & Safety Policy
- Accessibility and disability statement
- Equal Opportunities Policy

Our nominated Safeguarding Officer (Child Protection Officer) and training officer is:

Mr Aryeh (Ari) Leaman Tel: 07790 021 260 / 020 8203 7069

Our Child Protection supervisor and Deputy Safeguarding Officer is:

Rabbi Yitzchok (Nukki) Chissick Tel 07974 647796

The Boys' Clubhouse
240 Hendon Way
London NW4 3NL

This policy was adopted by

Date

2nd March 2022

Signed on behalf of The Boys' Clubhouse

Mr Maurice Frankel

Chair of Trustees

Signed:

Mr Ari Leaman

Safeguarding officer

Signed:

PROCEDURE FOR DEALING WITH ISSUES OF CONCERN

Where there is a **minor issue** of concern, the young person or the parent / guardian should:

1. Speak to an appropriate member of staff, or
2. Speak to the Head of Service

Example: General tidiness of building

Any minor accidents will be dealt with immediately by persons responsible for health and safety. This will be recorded in the accident and incident book.

Where there is an **important and potentially serious issue** of concern, the young person or the parent / guardian should speak to the Head of Service.

Example: Contents of First Aid Box running low.

The Head of Service will address this issue as a matter of urgency. This will be recorded in the accident and incident book.

Where there is a **serious issue** of concern, the young person or the parent / guardian should contact the Head of Service in person, by telephone and / or in writing. All written communications will be treated with confidentiality.

Example: Cases of verbal or physical abuse or bullying by a member

The Boys' Clubhouse takes seriously any allegations of this nature and acts on them with a report being made to all parties concerned. Serious cases will lead to fixed term or permanent exclusion from activities. The matter may be discussed at management meetings.

Where the matter is not dealt with to the complainant's satisfaction, the complainant should address the issue, in writing, to the Chairman of Trustees, The Boys' Clubhouse.

In all cases account will be taken of the client's faith and upbringing.

Internal Procedures

Where an allegation has been made against a member of staff:

A referral, which could activate a child protection investigation, is a serious decision and will require careful judgement and will be considered by senior management at the outset.

1. In all cases where abuse is suspected, or a sustainable allegation is made a report of the allegation should be made.

2. The person will be advised that the case will be discussed at senior management team level. **(See guidance notes)**
3. That the person may have their allegation referred on to appropriate authorities or agencies or the police.
4. That the person may be suspended if the allegation is serious and a chance that it is true. All evidence, including the nature of the claim and evidence on which it based will be examined critically and the person will be suspended if there is a possibility that the allegation could be true.
5. The person accused will be offered guidance and counselling pending an allegation that is regarded as malicious.
6. Senior management, where appropriate and after appropriate permission has been sought, will seek relevant advice from the young person's key worker, social worker, school advisers or other professionals who know the child best, for comments on the allegation.

Guidance Notes on child abuse

Definition of child abuse

The four types of abuse are physical, sexual, emotional and neglect. It is also noted that, the Government defines domestic violence as. "Any incident of threatening behavior, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality." At The Boys' Clubhouse we are vigilant in ensuring that our services meet the highest requirements of protection.

Who might abuse

Somebody may abuse or neglect a child by inflicting harm, or by knowingly not preventing harm. Children and young adults may be abused in a family, the community, an institutional setting, or more rarely by a stranger. Most young people who are abused are known to their abuser. These may include:

- Family members - such as a parent, relative, uncle, aunty, cousin, brother, sister or grandparent.
- A family friend or neighbour, a stranger
- Peers - other children and young adults, eg, a teenage babysitter
- Trusted adults – someone who a child knows well e.g. a teacher, sports coach, youth worker, scout/guide leader, respite carer, childminder, foster parent, nursery/playgroup worker, residential or social worker.
- Institutions - there may be examples of children and young adults being abused institutionally. For example, the building's lack of access, or facilities, its isolation from the rest of the community and the processes which take place in them can all be harmful as can over discipline, regimentation, lack of privacy and lack of choice.
- Organised groups - there is research, which shows that a number of adults may work together to plan the sexual abuse of children and young adults. They may not necessarily live or work together but use organised child sex abuse rings to communicate and abuse children and young adults. They may infiltrate communities, professional occupations where they gain easy access to children and young adults.

The following are some of the most commonly heard myths relating to abuse:

- Children and young adults are abused by strangers
- Women do not sexually abuse children and young adults
- It doesn't happen here – this is usually relating to this family, class, ethnic group or community
- Some practices are acceptable in some cultures
- Children and young adults and by implication, adult survivors, are prone to lie
- Mothers collude
- Children and young adults do nothing to stop the abuse so they must enjoy it
- The abuser is sexually deviant, mentally ill, abuses alcohol or drugs

What to look out for

Physical abuse

This may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. Also includes fabricated or induced illness, whereby a parent feigns the symptoms of, or deliberately causes, ill health in a child.

Evidence of physical abuse includes:

- Physical abuse – Causation of actual or likely injury, or failing to prevent physical injury or suffering
- Physical observations
- Bruising on trunk
- Bruises on face, upper arm, shoulders and neck consistent with gripping
- Fingertip bruising/finger marks
- Burns and Scalds especially
- Cigarette burns
- Burns caused by lengthy exposure to heat
- Human bite marks
- Fractures, particularly spiral fractures
- Swelling and lack of normal use of limbs
- Any serious injury with no explanation or conflicting explanations/inconsistent accounts
- Untreated injuries

Sexual Abuse

Forcing or enticing a child or young person to take part in sexual activities whether or not they are aware of what is happening. These may involve physical contact, penetrative or non-penetrative acts. Also involves children and young adults, in watching pornographic material / sexual acts.

Evidence of sexual abuse includes:

- Physical observations
- Damage to genitalia, anus or mouth

- Sexually transmitted disease
- Unexpected pregnancy especially in very young girls
- Soreness in genital area, anus or mouth
- Unexplained recurrent urinary tract infections and discharges or abdominal pain
- Behavioural observations
- Sexual knowledge inappropriate for age
- Sexualised behaviour in very young children
- Sexually provocative behaviour/promiscuity
- Hinting at sexual activity
- Inexplicable falling off in school performance
- Sudden apparent changes in personality
- Lack of concentration, restlessness, aimlessness
- Socially withdrawn / Overly complaint behaviour
- Poor trust in significant adults
- Regressive behaviour, onset of wetting, by day or night
- Onset of insecure, clinging behaviour
- Arriving late at school, leaving late, running away from home
- Suicide attempts, self-mutilation and harm, self-disgust Eating disorders, hysteria
- attacks in adolescents
- Any behaviour that will adversely affect a child's development

Emotional abuse

Emotional abuse is persistent emotional ill treatment that is likely to cause severe and persistent adverse effects on the emotional development. May involve conveying to children and young adults that they are worthless, unloved and inadequate and cause them to feel frightened, in danger, exploited or corrupted.

Evidence of emotional abuse includes:

- Behavioural observations
- Unusually fearful with adults
- Unnaturally compliant to parents
- Refusal to discuss injuries/fear of medical help
- Withdrawal from physical contact
- Aggression towards others
- Wears cover-up clothing
- Any behaviour that you would not expect to see in a children or young adults, at their age or stage in development.

Neglect

Neglect is the persistent failure to meet a child's or young adult's basic physical and psychological needs which are likely to result in serious impairment to their health / development. May involve a parent or carer failing to provide food, shelter, clothing or a failure to protect from the physical harm and danger, or allow access to medical care or treatment.

Evidence of neglect includes:

- Behavioural observations
- Constant hunger
- Constant tiredness
- Frequent lateness or non-attendance at school
- Destructive tendencies
- Low self-esteem
- Neurotic behaviour
- No social relationships
- Running away
- Compulsive stealing or scavenging
- Physical observations
- Poor personal hygiene
- Poor state of clothing
- Emaciation, pot belly, short stature
- Poor skin tone and hair tone
- Untreated or ignored medical problems

Financial abuse

- Taking money, goods or property without permission
- Non-payment or poor payment of agreed wages
- Paying below the national minimum wage

Discriminatory abuse

This is defined as treating someone in a less favourable way and causing them harm, because of their age, gender, sexuality, disability, ethnic origin or religion.

Revelation of abuse to a child or young person

If we are told firsthand by a young person or child that they have been or are being abused, then this will normally constitute a clear cause for concern. A young person aged 16 or over, or a child under 16 who has the capacity to understand and make their own decisions, may give consent for disclosure to be made to other agencies. Where a child under 16 does not have the capacity to give consent or where consent is refused, consent should not be sought from parents and parents should not be informed of an allegation of abuse, in view of the unforeseen consequences which can arise from such action.

In all cases of immediate and severe risk of physical harm to the young person or others, the police must be informed immediately, without recourse to either Head of Service or Chair of Trustees.

In other cases, the matter must be referred to the Head of Service (**Mr Ari Leaman**) or Chair of Trustees (**Mr Maurice Frankel**). The Head of Service or Chair of Trustees must also, at that stage, inform the appropriate Safeguarding Board of the matter. to discuss and reach a decision as to whether the circumstances justify a report being made to other agencies, considering what is being disclosed, for what purposes and to whom. Whilst it is always preferable to discuss issues of concern with senior management, this does not dispel the duty of care and legal obligation that one

has to a client and to others and the need, particularly in areas of immediate and severe risk, to disclose this risk to other appropriate agencies.

If it is agreed to make a report to outside agencies, The Boys' Clubhouse will usually do this. But if the client is receiving counselling provided within their school setting, the report will normally be made through the school nominated Safeguarding (Child Protection) Officer, with contact made with within one working day or sooner where appropriate. However, if they decide not to report the abuse, The Boys' Clubhouse, which subscribes to the Common Assessment Framework (CAF), retains the right to do so.

The emphasis in protecting children and young adults is to ensure, wherever possible, that the victim of abuse remains in the family home.

Revelation of previous abuse to a person aged over 16

If any Boys' Clubhouse personnel hears from an adult client that they suffered abuse in the past as a child, their abuser might still be a threat to the safety of other children and young adults in the present time. A qualified practitioner must therefore address this with the client, supporting them while they, if appropriate to do so, give information to the statutory authorities. If the client is unable or unwilling to report, the practitioner must discuss the matter with the Head of Service who shall use his specialist knowledge and training to consider the matter.

Domestic violence

In view of the harm caused to children and teenagers from witnessing domestic violence, in all cases where Boys' Clubhouse personnel are informed that an adult is being hurt or threatened by their ex/partner, they must inform their line manager or in his/her absence the Head of Service, of the situation.

In view of the interconnection between child abuse and domestic violence, whenever Boys' Clubhouse personnel receive information that gives cause for concern

- About a child's or young adult's safety, they will bear in mind the increased possibility that there may also be a vulnerable parent and will make sensitive enquiry about the possibility of domestic violence.
- About an adult's safety, they will bear in mind the increased possibility that there may also be a child at risk of direct abuse. Therefore, they will always ask for details about children and will make sensitive enquiry as to their safety.

When responding to either of the situations above, Boys' Clubhouse personnel will seek to safeguard the vulnerable parent as an essential and integral part of safeguarding a child at risk.

Section 11 obligations

STANDARD 1 – Senior management have commitment to the importance of safeguarding and promoting children's welfare

- Named person at senior level responsible for safeguarding and championing role clearly in job description ✓
- Corporate plans include reference to safeguarding and staff involved ✓
- Senior managers demonstrate good understanding of safeguarding ✓
- Annual monitoring in place and is communicated to staff and action plans to address issues developed ✓

STANDARD 2 – There is a clear statement of the agency's responsibility towards children and this is available to all staff

- All staff are aware of safeguarding policies and procedures ✓
- Effective complaints system in place, which is in line with current statutory guidance, for children, staff & other people to make complaint about non-compliance to agency's procedures. ✓
- Child friendly complaints information ✓ (note the BCH does not work with children aged under 14)

STANDARD 3 – There is a clear line of accountability within the organisation for work on safeguarding and promoting welfare

- Named person has ultimate accountability for safeguarding arrangements ✓
- There are clear lines of accountability from staff through organisation to named person & flow chart of accountability is displayed and available to staff ✓
- Anyone who comes into contact with children or their families has their responsibility towards children's welfare explicitly stated in job description. ✓
- Staff are aware who has overall responsibility for agency contribution and are clear of own responsibilities. ✓
- Effective supervision and monitoring are available to all staff. ✓

STANDARD 4 – Service development takes into account the need to safeguard and promote welfare and is informed, where appropriate, by the views of children & families

- Service development has considered the need to safeguard and promote the welfare of children ✓
- Children & their families are actively involved in design, development & delivery of services & their involvement is demonstrated. ✓
- Different methods of communication are available to children to express their views. ✓
- The opinions of children & young people are considered in the development of equal opportunity policies ✓
- There is a responsive process in place to act on identified unmet need ✓
- Improved outcomes for children matched to agency / LSCB (London Safeguarding Childrens' Board) business plans are demonstrated as a result of service development ✓

STANDARD 5 – There is effective training on safeguarding & promoting the welfare of children for all staff working with or, depending on the agency's primary functions, in contact with children & families

- A clear induction process is in place for all staff that addresses safeguarding & is delivered in a timely way ✓
- Staff receive appropriate safeguarding training & individual training plans are in place ✓
- Organisation can evidence training undertaken by staff through records retained ✓
- Training enhances staff awareness of diversity issues ✓
- Organisation can demonstrate impact of training on practice & improved outcomes ✓

STANDARD 6 – Safer recruitment procedures including vetting procedures and those for managing allegations are in place

- Organisation has safer recruitment & selection procedures in place in line with statutory guidance ✓
- Organisation can demonstrate that agencies consulted with or commissioned to provide services have safer recruitment in place ✓
- Safer recruitment training is in place for managers involved in recruitment ✓
- Organisation has managing allegations procedures in place ✓
- A senior manager has been identified for the managing of the processes involved ✓

STANDARD 7 – There is effective inter-agency working to safeguard & promote the welfare of children

- Multi-agency working is actively promoted✓
- Early Assessment tools and techniques are utilised to improve outcomes and are monitored for effectiveness of improved outcomes ✓
- Agency contributes to the team around the child approach✓
- Organisation uses LSCB inter-agency protocols for specific needs✓
- Organisation ensures effective contribution to Sec 47 investigations and CP Plans✓
- participation in multi-agency planning at multi-agency meetings is monitored and non-attendance addressed✓
- Outcomes identified through assessment of children are monitored to demonstrate improvement at all levels of intervention✓
- Children & their families are consulted on regarding the effectiveness of inter-agency working. ✓

STANDARD 8 – There is effective Information Sharing✓

Adopted 27th May 2009

Amended 1st June 2009

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Amended 11th November 2013

Amended 31st July 2014

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Reviewed 16th March 2020

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