

SAFEGUARDING CHILDREN POLICY

for

CHRISTAD FOUNDATION

CHRISTAD FOUNDATION (the Charity) is a charity run for the following purpose:

Providing free mathematics tutoring to young people (under 25).

Working with local government authorities and other institutions to initiate or further mathematics- based learning programmes and/or clubs. With the intent to:

- Create awareness on the numerous impactful career paths that a degree (or other Training) in Mathematics can bring.
- Relate taught classroom mathematical concepts to day-to-day life activities.
- Promote students' participation in international mathematics Olympiad competitions.
- Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education whilst pursuing mathematics oriented programmes.
- Providing financial aid to undertake travel in furtherance of that mathematical education or to prepare for entry to any occupation, trade or profession in mathematics.
- To raise funds for the organisation's objectives listed above both in the United Kingdom and Overseas.

The Charity is based at:

38 Christmas St, Gillingham, ME7 1TD, United Kingdom.

The Charity has adopted this safeguarding child policy and expects every adult working or helping at CHRISTAD FOUNDATION to support it and comply with it. Consequently, this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of CHRISTAD FOUNDATION.

Purpose of the Policy

This policy is intended to protect children who receive any service from us, including those who are the children of adults who may receive services from us. Under this policy, the term children shall mean any person who is under eighteen years of age.

CHRISTAD FOUNDATION believes that no child or young person should experience abuse or harm and is committed to the protection of children and young people. This policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff in order to guide our approach to child protection and safeguarding.

The Risks to Children

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm of children can cover a wide range of circumstances and behaviours. For example, children can be at risk of:

- physical or emotional abuse
- neglect
- sexual abuse
- female genital mutilation (FGM)
- grooming and exploitation
- trafficking and modern slavery
- exposure to or infliction of domestic abuse
- bullying or cyber bullying
- exposure to other inappropriate content or behaviour such as violence or criminal behaviour
- self-harm
- physical harm when engaging with activities without adequate supervision

The causal factors of any such harm and/or abuse can also be wide-ranging. For example, children can be placed at risk by family members or by members of the community.

Safeguarding Principles

Safeguarding children from harm and abuse is an essential responsibility for CHRISTAD FOUNDATION. We are committed to ensuring that any child who comes into contact with our services is properly safeguarded. Every person under this policy must ensure that they play an active role in ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

- remaining alert and aware of possible safeguarding risks to children
- guarding children against harmful environments with appropriate actions (for example, adequate supervision or ensuring safe environments)
- taking positive steps to maintain the safety and wellbeing of children engaging with us as an organisation
- reporting concerns expeditiously and appropriately, in line with child protection procedures
- understanding the duty to report specific concerns, and understanding how it interplays with confidentiality
- challenging any inappropriate or harmful behaviour of any other adult and reporting this accordingly
- acting appropriately in the presence of children
- not taking any inappropriate risks
- not smoking, drinking or taking any form of illicit substances in the presence of children

Safeguarding Officer

The management and oversight of all child safeguarding matters is allocated to:

Dr. Oluwakemi Adewumi – UK

Ms. Veronica Diduyemi – Nigeria

Note that a designated committee member will be allocated by the trustees each year to be the direct point of contact for all safeguarding issues. All matters including handling concerns; updating policies and procedures etc. will be handled by the appointed member:

(the Allocated Safeguarding Officers)

Confidentiality and Data Protection

All personal information we may process relating to children, shall be processed and stored in accordance with our data protection privacy policy which can be located at www.christadfoundation.org

Responding to a Safeguarding Concern

Where a child is at immediate risk of grievous harm, any adult present should call 999 (or the local authorities most relevantly accessible in that area). Thereafter, an available Allocated Safeguarding Officer should be contacted as soon as is reasonably practicable.

Where there is a safeguarding concern but no immediate risk of grievous harm, the adult who has heard or witnessed this concern should consult with an available Allocated Safeguarding Officer as soon as practicable and by no later than the end of that same day.

Where any child makes a disclosure relating to harm or abuse to an adult, it is important for that adult to:

- listen calmly and carefully, showing that their views are taken seriously
- provide an appropriate and honest level of reassurance
- avoid interrogating children and asking probing, intrusive and/or leading questions
- avoid making false promises regarding secrets and confidentiality with the child (because any concern of abuse/harm must be shared with an Allocated Safeguarding Officer and any subsequent safeguarding referral)
- make a confidential *written* record of the discussion either during the discussion or immediately afterwards. The record should include the key details of the disclosure together with any relevant times, dates, places and people concerned. Audio and video recordings of children making disclosures should be avoided
- refer all relevant information to an available Allocated Safeguarding Officer as soon as practicable afterwards, and by no later than the end of the day.

Upon receipt of any safeguarding concern, an Allocated Safeguarding Officer shall consult with any other relevant persons and will make any appropriate referrals to the relevant authorities, such as the applicable Local Authority Children's Services department.

Reporting Concerns about other adults

Where any person has a concern regarding the conduct of an adult connected to CHRISTAD FOUNDATION, which poses or may pose a safeguarding risk to children such as.

- harming a child either physically or emotionally
- exposing a child to behaviour which may cause physical or emotional harm
- engaging in criminal activity cornering a child

this must be raised in the first instance with an available Allocated Safeguarding Officer (or where this is not appropriate, a different senior member of the organisation) so that the next appropriate steps may be agreed and actioned. We recognise that there could be circumstances where a person may need to report a matter that has taken place in a setting outside of the person's engagement with the organisation.

Usually, any appropriate steps following a safeguarding referral in respect of an individual connected to CHRISTAD FOUNDATION will include either:

- further initial enquiries
- escalation to the applicable Local Authority Children's Services department for assessment and/or the police for investigation
- instigation of any appropriate disciplinary, formal investigation processes and suspension of any person concerned within the organisation
- a referral to the Disclosure and Barring Service, Disclosure Scotland or Access Northern Ireland, or any other relevant regulatory bodies

Any person within CHRISTAD FOUNDATION who has allegations made against them shall be informed properly in a formal meeting of the particulars of the allegations and the relevant next steps which shall be taken. Such a meeting should ordinarily be held by an Allocated Safeguarding Officer. On certain occasions, such a meeting may not be convened until this has been approved by any authorities involved (such as the police or the relevant Local Authority).

Any person from within the organisation who has allegations made against them shall be treated fairly. All enquires, investigations and decisions taken shall be just and fair with the safety of any child concerned at the heart of the process.

Any person from within the organisation who makes an allegation against another person from within the organisation shall be listened to, taken seriously and shall be treated fairly and justly throughout the process of enquiries, investigations and decision making.

Disclosure and Barring Service (DBS) Access Northern Ireland, Disclosure Scotland checks

Checks under the appropriate legislation should be undertaken wherever required. The groups of people we will usually undertake checks with the DBS, Access Northern Ireland, and Disclosure Scotland (whichever is applicable) in relation to CHRISTAD FOUNDATION are:

All volunteers.

Wherever we deem it is necessary and appropriate to remove any individual from a position of work in an activity which is regulated under the relevant legislation, we shall also be obliged to make a referral to the DBS, Access Northern Ireland and Disclosure Scotland.

Safeguarding Children at Events and Activities

Responsibilities and Planning

Typically, we may arrange the following types of events and/or activities which could involve children:

- Mathematics clubs
- Online mathematics lessons
- Career workshops
- Facilitated participation in mathematics Olympiads.

The Allocated Safeguarding Officers shall hold ultimate responsibility for the safety and appropriateness of the event. They may however appoint a delegate for some responsibilities regarding the purpose of a specific event.

Although the Allocated Safeguarding Officer and any appointed delegate will hold ultimate responsibility for overseeing the safety for events and activities, all individuals under this policy must also play an active role in ensuring the safety of children at all times.

Appropriate background checking shall be undertaken for any adult engaged by us in connection with an event or activity involving children, wherever this is required by law (see the relevant Section above).

For certain types of events or activities, we may issue an additional code of conduct, policy, or some other requirements which are specific to that occasion. Any such additional documentation will be made available to all those concerned (staff members, parents, guardians etc.) in advance. They should be read carefully and adhered to.

Venues

The location for any events or activities which are held by us shall be risk assessed properly in reference to the suitability and safety for children. Fire and safety procedures and precautions shall be made clear to all those involved.

First Aid

We have the following first aid procedure within CHRISTAD FOUNDATION:

As our in-person activities are carried out within school hours, we follow the first aid procedure of the schools we work with.

Any accident or injury concerning a child should be brought to the attention of the nearest first aider and should thereafter be formally reported to an available Allocated Safeguarding Officer.

Consent Forms

We shall always obtain written content from a parent or guardian for any event which takes place with children in attendance without their responsible parent or guardian present. Consent will be obtained through written consent forms sent out to parents/guardians.

Consent forms will include emergency contact details and will set out any specific safety needs and requirements for children.

All consent forms will be kept secure and shall be stored in accordance with our data protection privacy policy.

Supervision

For most activities and events, our procedure for supervision of children is as follows:

Students shall be supervised alongside their school teachers. Therefore, group sizes are limited to standard class size per one teacher, with at least one additional volunteer. For example, a standard class size of 15 students will have at least one school teacher and one volunteer.

Where we hold any events or activities whereby a child attends alongside their parent or guardian, parents and guardians should ensure that children are properly supervised.

Managing Behaviour of Children Generally

Whenever any adult engaged by us is faced with challenging or inappropriate behaviour from a child or with conflict between children, they must:

- treat each child fairly and equally
- approach the situation in a calm and neutral manner
- only ever use physical restraint/intervention in order to protect the immediate safety of a person, for example to prevent an injury or harm either to the child or others
- wherever it is justified to physically restrain a child or to physically intervene, the amount of force used should be kept to the absolute minimum considering the risk posed
- make a written record of the incident and ensure this is reported appropriately to an available Allocated Safeguarding Officer

Managing Risks Posed by Other Children

It is important for all adults engaged by us to recognise that children can face harm from their peers. This can commonly take the form of bullying. Bullying can be defined as any behaviour which is.

- repeated, and
- has the intention of hurting somebody either physically or emotionally.

Bullying can sometimes be motivated by prejudices based on certain groups, for example gender, ethnicity, religion or sexual orientation. Bullying can often include:

- physical harm perpetrated against another child
- name calling and threats
- cyberbullying (threats and abusive comments made via technology)

Any instance of bullying or concern relating to possible bullying between children at any event or activities arranged by us (CHRISTAD FOUNDATION) will usually be handled in the first instance directly by the school within which these activities take place.

Where any behaviour amounting to bullying continues following this, escalation will follow the school's procedure on such matters.

All steps in relation to the prevention or management of bullying should be taken in consultation with an Allocated Safeguarding Office.

Photograph

On occasions, we may take photographs featuring children. We recognise that photography of children carries risks such as:

- the potential for images to be re-used, shared or adapted in a damaging or inappropriate manner
- the general risk of sharing images and the impact this could have on a child's public image as they grow older

In view of these risks, we will:

- always ask for permission from a child and their parent/guardian before taking and sharing any image of them.
- always ensure that a child and their parent/guardian are properly informed of how an image will be used and shared
- always ensure that a child's identity is protected as far as is possible within any published material
- ask that parents, guardians, children and any other person connected to them who may wish to share any of our published images which features other children to refrain from doing so unless they have the permission of the children photographed and their parent/guardian
- always store photos in accordance with our data protection policy.

Members of the Public

We ask that any members of the public attending our premises, events or activities do not take photographs.

Other Policies

We have referred within this document to the following other important policies which should be read in conjunction with this policy.

- Our data protection policy

This Policy is approved and robustly endorsed by CHRISTAD FOUNDATION and is due for review every THREE YEARS OR WHENEVER A CONCERN IS RAISED. WHICHEVER COMES SOONER.

SIGNED: CHIMA RICKARDS (TRUSTEE)

Date: 21st September 2022

