

MAC-UK Child Protection Policy

MAC-UK was founded in 2008 and aims to develop innovative community based ways of addressing the complex social, emotional and occupational needs of some of the UK's most challenging and marginalised young people, many of whom are at risk of either offending or engaging in highly anti-social and/or gang related activity. It does this by running young person led activities designed by young people themselves. MAC-UK also offers life skills and mental health promotion workshops framed around supporting the young people to participate in their chosen activity.

1.0 Introduction

MAC-UK believes that it is always unacceptable for a child or young person to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people, by a commitment to practice which protects them.

MAC-UK is committed to following the London wide child protection proceedings by following the steps outlined in this document.

MAC-UK recognises that:

- The welfare of the child/young person is paramount
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- Working in partnership with children, young people, their parents, carers and their agencies is essential in promoting young people's welfare.

The purpose of this policy:

- To provide protection for the children and young people who attend MAC-UK's services
- To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm.

This policy applies to MAC-UK's board of trustees, paid staff, volunteers and sessional workers, agency staff, trainees, students or anyone working on behalf of MAC-UK.

MAC-UK will seek to safeguard children and young people by:

- Valuing them, listening to and respecting them
- Adopting child protection guidelines through procedures and a code of conduct for staff and volunteers
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Sharing information about concerns with agencies who need to know, and

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involving parents and children appropriately

- Providing effective management for staff and volunteers through supervision, support and training.
- Fully supporting the implementation of child protection proceedings relating to young people attending MAC-UK activities, including the attendance at Child Protection Case Conferences and review meetings. MAC-UK will be transparent with its young people in this respect.

2.0 MAC-UK Child Protection Officer

Dr. Charlie Alcock is the MAC-UK's Child Protection Officer and is responsible for the following:

- Consultative role for all staff, including de-briefing for staff following referral, as necessary.
- Ensuring written referral completed and any other written accounts collated, completed and sent to Safeguarding and Social Care within 48 hours of telephone referral being made.
- Referral and liaison role with Safeguarding and Social Care.
- Dissemination of policy and good practice to all staff.
- To follow procedures in cases where there are allegations made against a member of staff.

When Dr Charlie Alcock is not present at MAC-UK due to annual or sick leave, Dr Sally Zlotowitz, Clinical Psychologist, will take on the role of MAC-UK Child Protection Officer until Dr. Alcock return, and is the Deputy Child Protection Officer if Dr Alcock cannot be contacted. Dr Zlotowitz will also consult Dr Peter Fuggle in this instance, keeping him up-to-date with proceedings.

3.0 Definitions

3.1 Child protection

The Children Act 2004 states that each child has the right to protection from all forms of abuse, neglect or exploitation.

It also states that children should have the right to express their views on any issues or decisions affecting them.

3.2 Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

- Bullying is an unacceptable form of behaviour through which a child/ young person or groups feel threatened, abused or undermined by another individual or group.
- Bullying is behaviour that can be defined as a repeated attack of a physical, psychological, social or verbal nature by those who are able to exert influence over others.
- Bullying can take many forms. It may include physical aggression, intimidation, threatening, extorting, pressurising, name-calling or teasing.
- Less obvious examples such as ignoring or excluding someone are also regarded as bullying and their possible effects should not be minimised.
- Bullying can cause stress and can affect a child's health.

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3.3 Child abuse

An abused child is a boy or girl under the age of 18 years who has suffered from physical injury, serious neglect, emotional or sexual abuse which the person who had custody, charge or care of the child either caused or knowingly failed to prevent.

For those working in the field of Child Protection the definition gets broken down further into Categories of Abuse, namely:

- Physical Injury
- Sexual Abuse
- Emotional Abuse
- Physical Neglect
- Non-organic Failure to Thrive

3.4 Physical Injury

Actual or attempted physical injury to a child, including the administration of toxic substances, where there is knowledge, or reasonable suspicion, that the injury was inflicted or knowingly not prevented.

3.5 Sexual Abuse

Any child may be deemed to have been sexually abused when any person(s), by design or neglect, exploits the child, directly or indirectly, in any activity intended to lead to the sexual arousal or other forms of gratification of that person or any other person(s) including organised networks. This definition holds, whether or not there has been genital contact and whether or not the child is said to have initiated, or consented to, the behaviour.

3.6 Non Organic Failure to Thrive

Children who significantly fail to reach normal growth and development milestones (ie. physical growth, weight, motor, social and intellectual development) where physical and genetic reasons have been medically eliminated and a diagnosis of non-organic failure to thrive has been established.

3.7 Emotional Abuse

Failure to provide for the child's basic emotional needs, such as to have a severe effect on the behaviour and development of the child.

3.8 Physical Neglect

This occurs when a child's essential needs are not met and this is likely to cause impairment to physical health and development. Such needs include food, clothing, cleanliness, shelter and warmth. A lack of appropriate care, including deprivation of access to health care, may result in persistent or severe exposure, through negligence, to circumstances which endanger the child.

4.0 Recognition of Abuse

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Definitions of child abuse and neglect are given in Sect.4.2 of the London Child Protection Procedures (2010) and this section presents a summary of the information presented.

Possible indicators of physical injury are bruises, particularly bruises of a regular shape which may indicate the use of an implement such as a strap, or the marks of a hand, lacerations, bite marks or burns

Possible indicators of physical neglect are inadequate clothing, poor growth, poor hunger, poor hygiene

Possible indicators of emotional abuse are excessive dependence, attention seeking, and self harming

Possible indicators of sexual abuse are physical signs such as bruises, scratches or bite marks to thighs or genital areas; or behaviours such as precocity, withdrawal or inappropriate sexual behaviour

Note:

Such symptoms may be due to a variety of other causes such as bereavement, domestic violence or changes in family circumstances. However, they may be due to child abuse.

No list of symptoms can be exhaustive. Also, alternative medical, psychological or social explanations may exist for the signs and symptoms described. In particular, bruises to the legs are often accidental.

5.0 Procedures for responding to concerns about abuse/neglect.

When a MAC-UK member of staff or volunteer is concerned that a young person may be experiencing abuse/neglect by an individual outside of MAC-UK or a worker within MAC-UK they should do the following:

- 1) Report the concern to Dr. Charlie Alcock immediately
Tel: 07740178268
- 2) Dr. Charlie Alcock will refer the matter to Camden's Safeguarding and Social Care (Duty & Assessment) Team (Tel: 020-7974 6600) and will send a CAF written referral to Safeguarding and Social Care within 48 hours
- 3) If Dr Alcock is not available, report the concern to Dr Sally Zlotowitx immediately
07921004812
- 4) Dr Zlotowitz will consult with Dr Peter Fuggle, and refer the matter to Camden's Safeguarding and Social Care (Duty & Assessment) Team (Tel: 020-7974 6600) and will send a CAF written referral to Safeguarding and Social Care within 48 hours

If the alleged member of staff is Dr. Charlie Alcock they should:

- 1) Contact the Chair of MAC-UK, Heather Barker, immediately Tel: 07768731834
- 2) Heather Barker will then contact Dr. Peter Fuggle (Clinical Services Director, Islington CAMHS) who will investigate the claim and will refer the matter to Camden's Safeguarding Board (Tel: 020 7974 6639) and will send a CAF written referral to Safeguarding and Social Care within 48 hours

MAC-UK will fully support all investigative procedures either by social care or the police with respect to child protection.

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6.0 Staff and Volunteer Recruitment

MAC-UK carries out ISA (Independent Safeguarding Authority) checks on all of its staff and volunteers and ensures that its staff and volunteers are:

- a) Not on the sex offenders register
- b) Removed from the employment of MAC-UK if they are later to be found to be on the sex offenders register
- c) Referred to Camden Safeguarding Board when the grounds for referral under the Act are met

7.0 Staff and Volunteer Training

- All MAC-UK staff and volunteers will attend Child Protection training as part of their MAC-UK induction
- All MAC-UK staff and volunteers will attend booster trainings on child protection after two years
- All MAC-UK staff and volunteers will receive yearly booster trainings on MAC-UK's Child Protection Policy or sooner should the policy change

8.0 Protection of workers who report care and protection concerns.

MAC-UK will reassure its staff and volunteers that the law protects them from actions by those individuals who have been implicated in the abuse, harm and/or neglect of a child or young person AS LONG AS the worker's report was not malicious or vexatious.

9.0 Data Protection and management of confidential information.

MAC-UK recognises that a young person has the right to confidentiality unless MAC-UK considers that they could be at risk of abuse/and or harm or at risk of abusing and/or harming others. In these cases, MAC-UK will breach the young person's confidentiality by calling Safeguarding and/or the police

10.0 Safety during MAC-UK Sessions

MAC-UK takes safety during young people's sessions extremely seriously. MAC-UK has a Firearms and Knives Policy as well as a Health and Safety Policy. It also carries out and regularly reviews risk assessments and reports and learns from 'near misses', using them as an opportunity to develop new policies relevant to MAC-UK's work.

11.0 Interagency Working

MAC-UK has a strong link with Terry Ellis at Camden's Safeguarding Board (Tel: 020 7974 6639) and receives policy updates from Mohammed Hussein, Voluntary Sector Representative on Camden's Safeguarding Board.

This policy has been written in consultation with Dr. Peter Fuggle, Clinical Services Director Islington CAMHS, Hadleigh Graves, MAC-UK Chairman and the Camden Safeguarding Board. In writing this policy, the following documents were consulted:

HM Government (2006): 'Working Together to Safeguard Children', The Stationery Office
www.everychildmatters.gov.uk/socialcare/safeguarding/workingtogether

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Department for Education and Skills (2007): 'What To Do If You're Worried A Child Is Being Abused',
DfES Publications

www.everychildmatters.gov.uk

London Safeguarding Children Board: 'London Child Protection Procedures' (2010)

www.londonscb.gov.uk

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