

Child Protection Policy

MAPS fully recognise its responsibilities for child protection.

Our policy applies to all its staff and volunteers working for MAPS. There are five main elements to our policy:

- Ensuring we practise safe recruitment in checking the suitability of staff and volunteers to work with learners and ensure we conform to the requirements of the ISA .
- Raising awareness of child protection issues and equipping learners with the skills needed to keep them safe.
- Implementing and continuing to refine procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting learners who have been abused in accordance with his/her agreed child protection plan.
- Ensuring that MAPS continues to be safe environment in which learners can learn and develop.

We recognise that because of the day to day contact with learners, MAPS staff are well placed to observe the outward signs of abuse. MAPS will therefore:

- Establish and maintain an environment where learners feel secure, are encouraged to talk, and are listened to.
- Ensure learners know that all adults at MAPS can be approached if they are worried; and that there are designated members of staff who are specialists.

We will take account of guidance issued by DCSF to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.
- As part of our induction process staff and learners are informed of our protection procedures
- Ensure every member of staff knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection at MAPS or work placement.
- Notify social services if there is an unexplained absence of more than two days of a learner who is on the child protection register.

- Maintain effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about learners, even when there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main files.
- Develop and then follow procedures where an allegation is made against a member of staff.
- Ensure safe recruitment practises are always followed.

We recognise that learners who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. MAPS may be the only stable, secure and predictable element in the lives of learners at risk. Their behaviour may be challenging and defiant or they may be withdrawn. MAPS will endeavour to support the learner through:

- The contents of the programme.
- MAPS ethos which promotes a positive, supportive and secure environment and gives learners a sense of being valued.
- MAPS behaviour policy is aimed at supporting vulnerable learners. We will ensure that the learner knows that some behaviour is unacceptable but they are valued and are not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the learner such as social services, Child and Adult Mental Health Service, education welfare service and educational psychology service.
- Ensuring that, where a learner on the child protection register leaves, their information is transferred to the new employer immediately and that the child's social worker is informed.
- The implementation and monitoring (use of Train 1) of the Every Child Matters Agenda.

Designated Senior Person: Vickie Bainbridge

Deputy Designated Senior Person: Jane Winchester