

Green Phoenix child protection policy



Green Phoenix is concerned to safeguard the wholeness and the well-being of every person in our community, of whatever age. It is the responsibility of each one of us to prevent the physical, sexual or emotional abuse of every member of our community, and particularly the abuse of those most vulnerable among us, including children and young people.

It is the duty of all those who work with children and young people to prevent harm and abuse of every kind, and to report any abuse discovered or suspected.

It is the policy of 'Green Phoenix' that no-one shall work or volunteer to work with children and young people within or on behalf of 'Green Phoenix' who:

- has been convicted of or has received a formal police caution concerning an offence against children as listed in the First Schedule of the Children and Young Person's Act 1933; or
- has been convicted of or has received a formal police caution concerning sexual offences against children and young people.

This means that:

- all who work or volunteer to work with children and young people under the auspices of 'Green Phoenix' will be required to be checked through the Criminal Records Bureau, and are expected at all times to conform with good practice in their work: and
- those responsible for the appointment of such workers and volunteers must take all reasonable steps, including obtaining Disclosures from the Criminal Records Bureau, to ensure that persons who have been convicted or have received a formal police caution concerning sexual offences against children or young people shall not undertake work with young people under the auspices of '*Green Phoenix*'.

Furthermore, 'Green Phoenix' will:

- Plan the work of the organisation so as to minimise situations where the abuse of children may occur.
- Treat all would-be paid staff and volunteers as job applicants for any position involving contact with children.
- When considering any such applicant, obtain at least one reference from a person who has experience of the applicant's paid work or volunteering with children.
- Explore all applicants' experience of working or contact with children in an interview before appointment.
- Make paid and voluntary appointments conditional on the successful completion of a probationary period.
- Issue guidelines on how to deal with disclosure or discovery of abuse.
- Train paid staff and volunteers supervisors in the prevention of child abuse.
- Appoint a named individual from within the 'Green Phoenix' to act as the Child Protection Champion. Their role will include the continual monitoring of the effectiveness of the organisations Child Protection Policy, plus the dissemination of information relating to Child Protection to members of 'Green Phoenix' and to paid staff and volunteers.