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Adventures Unlimited Scotland CIC  
SC413978

## CHILD PROTECTION POLICY STATEMENT

Adventures Unlimited Scotland CIC (AUS) aims to create an atmosphere where children and young people feel valued and safe and a place where their welfare is promoted.

Any concerns will be taken seriously and acted upon appropriately and we will pay attention to what children and young people say and feel.

We will be rigorous and vigilant in protecting the children and young people using AUS from abuse, bullying and intimidation. We will do this through a careful recruitment and selection process, a confidential and rigorous reporting ~~whistle blowing~~ policy, ongoing supervision and monitoring arrangements and guidance on appropriate behaviour.

Everyone involved in AUS is obliged to make sure that children and young people using the project are safe.

They must report concerns without delay.

All those involved in AUS will be made aware of this policy and of what to do if they have any concerns. There is guidance for those responsible for responding to concerns, so that they are properly dealt with.

What is child abuse?

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or

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young person. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to, a child or young person whom they are looking after. A person might do this because they enjoy or need the attention they get through having a sick child. Physical abuse, as well as being a result of an act of commission can also be caused through omission or the failure to act to protect.'

### Emotional Abuse

Emotional abuse is 'the persistent emotional ill treatment of a child or young person such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person.

### Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child or young person is aware of, or consents to, what is happening. The activities may involve physical contact, including penetrative acts such as rape, ~~buggery or~~ oral sex or non-penetrative acts such as fondling. Sexual abuse may also include non-contact activities such as involving children or young people in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children or young people to behave in sexually inappropriate ways. Boys and girls can be sexually abused by males and/or females, by adults and by other children or young people. This includes people from all different walks of life.

### Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

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## SAFE RECRUITMENT AND SELECTION OF STAFF

Applications, interviews and references

All volunteers and staff, will be subject to a careful selection and vetting process with the following elements:

- ESSENTIAL - An interview by 2 people.
- ESSENTIAL - Identifying reasons for gaps in employment or inconsistencies.
- ESSENTIAL - Carrying out police checks with the PVG scheme.
- ESSENTIAL - Advice will be sought about recruiting someone with a criminal record.
- ESSENTIAL - A supervised probationary period for new people to the project and a comprehensive induction period that includes -child protection procedures.
- Completion of an application form and checking the person's identity by their birth certificate or passport, preferably by something that has their photograph.
- Taking up references, which are seen before the interview and verified by a follow up phone call.
- Allowing no unsupervised access to children and young people until this has been completed eg, no appointment subject to references.

The following elements will contribute to a safe, open and alert environment:

We will have;

1. a nominated child protection representative in AUS responsible for making sure the Child Protection Policy is working. ( Simon Sims April 2015) All people involved in AUS should know about this person. She/he will be trained to know how to respond when child protection concerns are raised to her/him.
2. An open, well-publicised whistle blowing policy so children, young people and adults are encouraged to voice concerns about abusive or unethical behaviour without fear of recrimination.

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3. Training for people working in AUS. They will need to be aware of signs of abuse (see above). Abuse can also include bullying or putting a child or young person down because of their race, religion, culture, gender, sexuality, disability etc. They will also need to know about the behaviour of abusers and what their duty is when someone tells them about abuse. They will need to know about the whistle blowing policy.
4. Information available to children and young people and their parents/carers. They need to know who to speak to if they are concerned about what is happening to themselves or others. They will be encouraged to raise concerns and/or use our complaints procedure and whistle blowing policy.
5. A code of behaviour for everyone involved in the project. This will make clear what is appropriate and what is not, for example, all adults working in pairs, advice about physical contact and restraint, how to manage intimate care tasks etc.
6. Arrangements about who to speak to about concerns when the nominated person is away, or if they would prefer to speak to someone else or feel they are not being listened to.
7. Clear supervision and monitoring arrangements, which are explained to everyone.
8. Outside contact for advice and guidance when child protection issues- come up we are not sure how to respond.

April 2015

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