



Glasgow Acting Academy SCIO
63 Bath Street
Glasgow
G2 2SZ

Glasgow Acting Academy SCIO Child Protection Policy

Glasgow Acting Academy SCIO acknowledges the duty of care to safeguard and promote the welfare of children and young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and The Charity Commission requirements.

This policy:

- a) applies to all adults including the Board of Trustees, volunteers, paid staff and anyone working with Glasgow Acting Academy SCIO
- b) recognises that the welfare and interests of children and young people are paramount in all circumstances; and
- c) aims to ensure that all children and young people have a positive and enjoyable experience in a safe environment and are protected from abuse of any kind

Statutory Legal Framework

- United Nations Convention on the Rights of the Child (NUCRC)
- Children and Young People (Scotland) Act (2014)
- Protection of Vulnerable Groups (Scotland) Act (2007)
- General Data Protection Regulation (GDPR) (2018)
- Equality Act (2010)
- Getting it right for every child (GIRFEC)



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Glasgow Acting Academy SCIO will aim to:

1. promote and prioritise the safety and wellbeing of children and young people;
2. ensure that everyone is clear about their roles and responsibilities in respect of safeguarding and is provided with appropriate mandatory learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people;
3. ensure that trustees, staff and volunteers take seriously all concerns and allegations of abuse and respond appropriately;
4. securely maintain and store confidential, detailed and accurate records of all safeguarding concerns;
5. prevent the use of unsuitable individuals through the robust use of Disclosure and Barring arrangements as they apply in each nation within the UK, and the application of best practice in the safe recruitment of staff and volunteers working with children and young people;
6. ensure that robust safeguarding arrangements and procedures are in operation; and
7. address without delay any failure to comply with this policy.

What is a child?

A child is defined as a young person under the age of 16 years or between 16 and 18 if they are the subject of a supervision requirement imposed by the children's panel. Young people over 16 who are vulnerable and have a Record of Needs should also be considered under these procedures.

A child 13 and over can give consent to what they can agree to. Children 12 and under consent lies with the parent/carer.



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What is child abuse?

The Scottish Government guidance (2014)¹ state that 'child abuse and neglect is the maltreatment of a child'. An individual may abuse or neglect a child or vulnerable adult directly or may be responsible for abuse or neglect because they fail to prevent significant harm by another person.

'Significant Harm' is circumstances where "a child or young person's basic needs are not being met in a manner which is appropriate to his or her individual needs and stages of development and the child is, or will be, at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s) or other relative(s) or a carer (i.e. the person(s) while not a parent who has actual custody of, charge of, or control over a child)."

Abuse is any form of physical, emotional, or sexual mistreatment or lack of care that leads to injury or harm. It commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a child regardless of their age, gender, race, disability or ability, sexual orientation, religion, or socio-economic status.

There are different types of abuse, some examples are:

- physical injury - being hit, kicked, punched
- neglect - not being properly fed, clothed, cared for or poor hygiene
- sexual abuse - inappropriate sexual behaviour or language by an adult towards a child.
- emotional Abuse - basic emotional needs are not met, constantly criticised, ignored, humiliated, treated differently from siblings

Who might cause harm to a child?

Children are usually abused by a parent or some other adult they know. This could include extended family members such as grand parents, or family friends. It could also include foster carers or residential care staff. There are occasions when a child may be abused by someone outwith their home or family network. This might include someone who grooms a child online.



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What might make you concerned about a child?

These are some examples of things you might notice. It is important to remember that not all children who are abused or neglected will display any signs. Equally, a child may display some of these signs for other reasons. The child may:

- have unexplained bruising or bruising in an unusual place
- appear afraid, quiet or withdrawn
- be afraid to go home
- appear hungry, tired or unkempt
- be left unattended or unsupervised
- have too much responsibility for their age
- be acting out in a sexually inappropriate way
- be misusing drugs or alcohol

What to do if a child tells you something

DO:

- stay calm
- listen to the child
- keep any questions to a minimum
- reassure the child that they are right to have told you
- tell the child what you're going to do next
- record in the child's own words what has been said (please refer to pages 6 and 7)
- act promptly and immediately report to your line manager or designated child protection officer

DO NOT:

- ask unnecessary questions. You can clarify what the child is telling you, but do not probe, or push the child to say more than they want to
- make any false promises
- express shock or anger at what is being said to you
- interpret what the child is saying to you
- just record and report
- delay listening to the child or passing on your concerns
- carry out an investigation into the allegation



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What do to if the child is at immediate danger?

Call 999 – the police will advise you

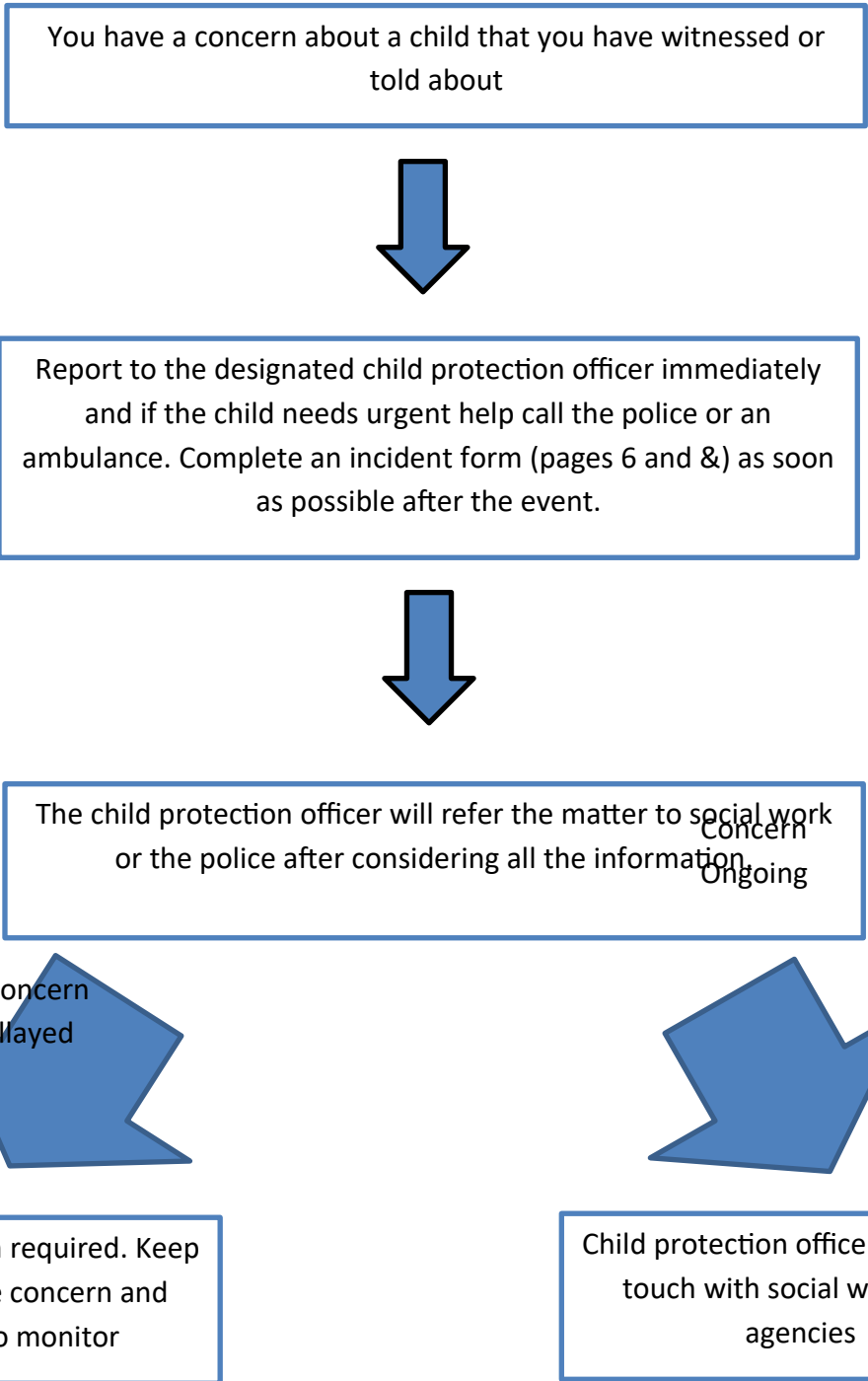
What to do if you suspect a child is being abused or at risk of abuse?

If a child tells you something, or you suspect a child is being abused or at risk of abuse, you must report your concerns to the manager or child protection officer and write a report using the template on pages 6 and 7



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Flow chart for reporting concerns





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Contact Details:

Should any adults including the Board of Trustees, volunteers, paid staff be concerned about the safety and wellbeing of a child, you should report this to;

- The named person for each young person – head teacher at school
- Child protection office/manager
- Social work - 0141 287 8700
- Police – Family protection unit – 0141 532 3000
- Police – 101 (if not urgent)/ 999 (if urgent danger to child)
- Out of hours standby social work – 0800 811 505
- Child line – 0808 800 2222
- NSPCC Helpline – 0808 800 5000

Monitoring

This policy will be reviewed annually and revisions recommended to the Board of Trustees. This policy may also be reviewed in the following circumstances:

- changes in legislation or government guidance (including Working Together as revised within each nation, relevant legislative changes and nation specific child protection and safeguarding policies and procedures);
- in the light of learning identified by a Local Safeguarding Children Board;
- as required by the Charity Commission; and
- as a result of any other significant change or event.

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| Person reporting the incident or allegation |
| Date: |
| Name of person reporting the incident: |



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| Role within GAA: |
| Contact address: |
| Contact number: |
| Email address: |
| Details of child at risk |
| Name of child: |
| Date of birth: |
| Contact address: |
| Contact number: |
| Additional needs: |

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| Details of incident |
| Location of incident: |
| Date and time of incident: |
| Detailed information: |



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| Details of any observations made by you or to you (e.g. description of visible bruising, other injuries, child/adult at risk emotional state). Only list fact and not hearsay: |
| Action taken: |