

Child Protection & Safeguarding Policy

Challenge Wales fully recognises its responsibilities for child protection. Our policy applies to all staff, trustees and volunteers working for the charity ashore and afloat.

There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting young people who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.

We recognise that although the duration of contact with young people may be limited, staff may still be well placed to observe the outward signs of abuse. The charity will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults on our vessels that they can approach if they are worried.

We will follow the procedures set out by the Local Safeguarding Children Board and take account of guidance issued by the Department for Education and Skills to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.
- Ensure we have a nominated trustee responsible for child protection.
- Ensure every member of staff (including volunteers) 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.
- Ensure that parents have an understanding of the responsibility placed on the charity and its staff for child protection.
- Ensure all records are kept securely.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognise that children 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. We also recognise that, whilst on our vessels, their behaviour may be challenging and defiant or they may be withdrawn. Challenge Wales will endeavour to support the young person throughout their stay on the yacht by:

- The content of the program.
- The charity's ethos which promotes a positive, supportive and secure environment, giving young people a sense of being valued.
- The charity's behaviour policy is aimed at supporting vulnerable young people on our vessels. The charity will ensure that the young person knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the young person such as social services.

**Challenge Wales designated senior persons responsible for child protection & safeguarding are:
Mr Peter Robinson (Child Protection and Safeguarding Officer) and Vicky Williams (Designated Safeguarding Lead) -
Office Tel: 029 20 704657**

H Phillips

Helen Phillips
Chair of Trustees

Last reviewed: 15.12.23. Next review no later than 12 months' time



Challenge Wales is a company limited by guarantee Reg. No. 05342397.

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