



turn a frown upside down

Child Protection Policy

Befriend A Child aims to ensure that any vulnerable person(s), whether child, young person or vulnerable adult, are protected and kept safe from harm whilst they are with staff and/or volunteers from this Organisation. In order to achieve this, we will ensure our staff and volunteers are carefully selected, screened, trained and supervised.

Selection

- All prospective applicants to our Organisation will complete an application form.
- Short listed applicants will be invited to attend an interview.
- Short listed applicants will be asked to provide references, and these will always be verified prior to confirmation of appointment.

Screening

All suitable applicants have to agree to an Enhanced Disclosure Scotland screening prior to taking up the post.

Training

- Successful applicants will receive Induction Training, which will give an overview of the Organisation and ensure that they know its purpose, values, services and structure.
- Relevant training and support will be provided on an ongoing basis, and will cover information about their role, and opportunities for practising skills needed for the work.
- Training on specific areas such as health and safety procedures, child protection and confidentiality will be given as a priority to new staff and volunteers, and will be regularly reviewed.

Supervision

- All staff and volunteers will have a designated supervisor, who will provide regular feedback and support.
- Every volunteer will attend an Annual Review with the child's Social Worker, where the befriending relationship will be discussed.
- Yearly appraisals will take place for each member of staff.

Annual Reviews and Appraisals will be minuted and copies made available to the volunteer/member of staff.

Befriend A Child will ensure that all staff and volunteers involved in recruitment, training and supervision are aware of this policy, and will have received appropriate training and support to ensure its full implementation.

This policy complies with the North East of Scotland Child Protection Committee (NESCPC).