



POLICY FOR THE PROTECTION OF CHILDREN AND VULNERABLE ADULTS

This policy is to ensure compliance with best practice in the field of protecting children and vulnerable adults. Please read this policy carefully as everyone can contribute to protecting children, young people and adults who may be vulnerable in one way or another.

This policy, and its implementation, applies to all staff, directors and volunteers involved in any activities or operations of the Station.

Introduction:

The Protection of Children, Young People and Vulnerable adults is of the utmost importance to the Station.

We want to create a safe and positive experience for everyone involved in our activities and this policy outlines in part our commitment to this.

Child abuse and the abuse and mistreatment of vulnerable adults occur in a range of contexts, in families from all social classes and cultures and also in agencies and organisations. 'Perpetrators' is an encompassing name for adults and young people who abuse others. Perpetrators of abuse do come from all walks of life and occupations/professions. Whilst the motivation of most people is to provide a safe and positive experience for children, young people and vulnerable adults, this Policy will assist them through raising awareness and providing guidance.

There are four categories of abuse:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect

Designated Officer:

To aid the implementation and supervision of this policy, the Station will appoint a designated Officer who will be an appropriately vetted staff member, director or senior volunteer. This designated individual will be afforded whatever training, mentoring and support that is necessary for them to fulfil their role.

Principles:

- The child or vulnerable adults welfare must always be paramount and this overrides all other considerations;
- Children and Vulnerable Adults have a right to be heard, to be listened to and to be taken seriously;
- Parents / carers have a right to respect and should be consulted and involved in matters which concern their families;
- Individuals and agencies concerned with the protection of children must share information and work together in the best interests of children and vulnerable adults.

Protection Policy:

- Children, young people and vulnerable adults must be treated with respect at all times.
- Children, young people and vulnerable adults have a right not to partake in an activity which they feel uncomfortable with.
- The need to seek permissions required from parents / primary carers / children and young people must be adhered to.
- The need to obtain consent/release forms for use of any material produced by participants must be adhered to in respect of the station's volunteer policies and recruitment. These forms should provide as much information as possible for parents/carers to give informed consent.
- The need for the provision of information in advance in relation to the content and requirements of any activities of the station which will involve the child, young person or vulnerable adult must be adhered to.
- The need for content and material to be appropriate to the age and needs of the group.
- The need to apply appropriate supervisory procedures and adult-child/vulnerable adult ratios so as to ensure protection for all
- The need to apply consistent and transparent procedures in the recruitment and vetting of all staff
- The need to apply consistent and transparent procedures in the recruitment and vetting of volunteers, where appropriate.
- Any creative medium, including radio and audio production, can invoke personal reactions and emotions in participants and therefore sensitivity and awareness of this is important.

Policy on Responding to Disclosure:

It is important that children and vulnerable adults feel they are being listened to and taken seriously. Be honest but don't make promises you cannot keep.

If the child / vulnerable adult is in immediate danger, then consult with the supervising adult re: immediate action.

Pass on the information as quickly as possible to the supervisory adult and in writing to the Designated Officer.

Record your concerns including the exact words of the child / vulnerable adult. Ensure that your recording is factual, in a neutral language and concise.

Ensure you record the name of the Supervising Adult and Designated Officer.

Maintain appropriate confidentiality of sensitive information.

Volunteering:

As a general rule, all volunteers of the Station must be over 18 years of age.

