

## **ANNEX 2: TURNING TABLES CHILD SAFEGUARDING POLICY**

**Turning Tables Associations and their staff abide to certain standards in relation to behaviour towards children, which include as a minimum the following. These behaviours apply equally to the personal and professional lives of staff and other representatives:**

### **1. Staff and others must never:**

- 1.1. hit or otherwise physically assault or physically abuse children
- 1.2. engage in sexual activity or have a sexual relationship with anyone under the age of 18 years regardless of the age of majority or consent locally. Mistaken belief in the age of a child is not a defence.
- 1.3. develop relationships with children which could in any way be deemed exploitative or abusive
- 1.4. act in ways that may be abusive or may place a child at risk of abuse.
- 1.5. use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- 1.6. behave physically in a manner which is inappropriate or sexually provocative
- 1.7. have a child/children with whom they are working to stay overnight at their home unsupervised
- 1.8. sleep in the same room or bed as a child with whom they are working
- 1.9. do things for children of a personal nature that they can do themselves
- 1.10. condone, or participate in, behaviour of children which is illegal, unsafe or abusive
- 1.11. act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- 1.12. discriminate against, show unfair differential treatment or favour to particular children to the exclusion of others.

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

### **2. It is important for all staff and others in contact with children to:**

- 2.1. be aware of situations which may present risks and manage these
- 2.2. plan and organise the work and the workplace so as to minimise risks
- 2.3. as far as possible, be visible in working with children
- 2.4. ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed
- 2.5. ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged
- 2.6. talk to children about their contact with staff or others and encourage them to raise any concerns
- 2.7. empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.
- 2.8. maintain high personal and professional standards
- 2.9. respect the rights of children and treat them fairly, honestly and with dignity and respect

### **3. In general it is inappropriate to:**

- 3.1. take children to your home, especially where they will be alone with you.
- 3.2. place yourself in a position where you are made vulnerable to allegations of misconduct

