PACE
Safeguarding Information at a Glance

This information is taken from PACE's Safeguarding of Children, Young Persons and Vulnerable Adults Policy, which can be seen in full upon request to your line manager.

As a member of staff what do I need to know?

All PACE centres have a duty of care towards the children with whom we have contact AND our staff and volunteers. This means we put safeguards in place within each centre, to not only protect and promote the welfare of children and vulnerable adults but also to enhance the confidence of staff, volunteers, board members, parents/carers, stakeholders, and the general public.

Duty of care means that within our centres we try to make sure that all children, young people and vulnerable adults are happy and safe.

How do we do this?

We have Designated Safeguarding Leads (DSL's) at PACE. The Designated Safeguarding Leads (DSL) are as follows:
Angela Ramos (aramos@paceforall.com) - Fairfield Playcentre
David Williams (dwilliams@paceforall.com) - Fortune Green and
Lauraya Ramos (lramos@paceforall.com) - Camden Square
Glenys James (gjames@paceforall.com) - Specialist Services

If you are worried about a child, young adult or vulnerable person at any time these members of staff are the first people to speak to.

As well as this we make a commitment to the following ideas:

- Create an environment to encourage children to develop a positive self-image
- Provide positive role models and develop a safe culture where staff are confident to raise concerns about professional conduct
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development
- Promote tolerance and acceptance of different beliefs, cultures and communities
- Help children to understand how they can influence and participate in decision-making and how to promote values through play, discussion and role modelling
- Always listen to children
- The relationships between our venues' staff, volunteers and artists and the children they work with are based on mutual trust and respect.

Who is responsible for making sure this happens?

We all are. The policy applies to EVERYONE – all members PACE, staff, board members and volunteers who work with children during their employment.

All employees working with children and young people should employ sensible working practices and be able to identify staff whom they can contact about child protection issues.

If any of the following incidents should occur, you should report them immediately to another colleague, preferably a Safeguarding Lead, and make a written note of the event, time and date. Parents should also be informed of the incident, where appropriate:

- if you accidentally hurt a child
- if a child seems distressed in any manner
- if a child appears to be sexually aroused by your actions
- if a child misunderstands or misinterprets something you have done.

All Staff, Board Members and Volunteers are expected to abide by PACE's good practice code.

Good practice means:

- Keep the child at the centre of all we do, providing sensitive interactions that develop and builds children's well-being, confidence and resilience. We will support children to develop an awareness of how to keep themselves safe, healthy and develop positive relationships.
- Showing a commitment to developmentally appropriate play, encouraging engagement in a range of creative activities with frequent access to outside spaces. This should not include time spent on computers or devices unless there are exceptional circumstances.
- Be aware of the increased vulnerability of children with Special Educational Needs and Disabilities (SEND), isolated families and vulnerabilities in families; including the impact of toxic trio on children and Adverse Childhood Experiences (ACE's).
- Always working in an open environment – avoiding private or unobserved situations and encouraging an open environment (e.g. no secrets)
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people, and not engaging in sexual relationships with young people under 18 or who are part of PACE projects.
- Ensure that staff identify, minimise and manage risks while caring for children.
- Keeping a written record of any injury that occurs, along with the details of any treatment given as well as any injury/issues prior to attending (report any injuries to management.
- Ensure that each person coming onto site is known, and identifiable
- Follow the safer recruiting and DBS procedures

AVOID –

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable they should only occur with the full knowledge and consent of someone in charge in the organisation or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session. You should avoid:

- Spending excessive amounts of time alone with children away from others
- Taking children to your home where they will be alone with you
- Giving children lifts in your car, especially alone

DO NOT –

The following should never be permitted:

- Do not engage in rough, physical or sexually provocative games, including horseplay
- Do not share a room or cubicle with a child
- Do not allow or engage in any form of inappropriate touching
- Do not allow children to use inappropriate language unchallenged
- Do not make sexually suggestive comments to a child, even in fun
- Do not reduce a child to tears as a form of control
- Do not allow allegations made by a child to go unchallenged, unrecorded or not acted upon
- Do not do things of a personal nature for children, or vulnerable adults, that they can do for themselves.
- Do not invite or allow children to stay with you at your home unsupervised.

FINALLY – IF YOU ARE WORRIED – Speak to someone. Your DSL's or Senior Management should be approached first. Any suspicions or allegations of abuse or harm will be taken seriously and responded to swiftly and appropriately.