

## Safeguarding (Child Protection and Vulnerable Adults) Policy and Guidelines

### 1. LEGAL FRAMEWORK

1.1 - OCEANROCK ADVENTURE LTD recognises the requirements of the Protection of Children Act 1999 (P.O.C.A. '99), in England and Wales and similar legislation in other home nations, which also extends to protecting vulnerable adults. POCA covers children less than 16 years of age and young people aged 16-18 years as well.

For clarity throughout this and associated documents, both groups are referred to as children.

1.2 - POCA covers sexual, emotional and physical abuse of children as well as neglect of children and failing to ensure the safety of a child.

### 2. POLICY STATEMENT

2.1 - OCEANROCK ADVENTURE LTD recognises the importance of the welfare of the child/vulnerable adult and their right to protection from all forms of abuse as set out in section 1 of this document.

2.2 - OCEANROCK ADVENTURE LTD recognises its duty of care to children & vulnerable adults by all of its staff.

2.3 - OCEANROCK ADVENTURE LTD will take all allegations of abusive behaviour and/or practice in all forms seriously and will respond to such allegations quickly.

2.4 - OCEANROCK ADVENTURE LTD considers that in any aspect of work carried out by its staff that the safety of the participants is of paramount importance at all times.

### 3. OCEANROCK ADVENTURE LTD – ITS STAFF

3.1 - Should OCEANROCK ADVENTURE LTD receive an allegation of abusive behaviour by or against any of its staff, then OCEANROCK ADVENTURE LTD will treat the allegation as a possible criminal activity and report it to company director (child protection/Safeguarding) and appropriate local authority or Police Child Protection Unit.

3.2 - Additionally, the company directors will be informed in order to take prompt action to:

- Protect the good name of the OCEANROCK ADVENTURE LTD
- Support the protection of the child/adult from further abusive behaviour
- Examine ways of working with the alleged perpetrator (if staff) and of supporting them where necessary.

#### 4. POLICY NOTES

- 4.1 - Nothing in this policy should over-ride the paramount concern, that of protecting children or vulnerable people. This policy will be used to support the work of the relevant agencies to protect such groups.
- 4.2 - OCEANROCK ADVENTURE LTD recognises that the above statement may on occasions lead to a potential conflict with staff. The directors are expected to discharge their duties and responsibilities in respect of this policy and towards staff in a clear and transparent way.
- 4.3 - This policy will be reviewed at regular intervals to ensure its relevance and currency.

#### SAFEGUARDING/CHILD/VULNERABLE ADULTS PROTECTION CODE OF BEHAVIOUR

- Put the welfare of a client and their enjoyment of the sport first
- Act as positive role models
- Recognise the developmental needs of a client, whether a child or adult.
- Set and monitor appropriate boundaries and relationships when working with clients, based on openness, honesty and respect for the client's personal space.
- Plan activities that avoid working in isolation with a child or vulnerable adult
- Arrange appropriate residential accommodation for adults and children of both sexes
- Create and maintain a safe and caring environment that enables children and vulnerable adults to raise concerns about attitudes or behaviour they do not like
- Challenge activities which are abusive e.g. initiation ceremonies, bullying, including those from a child's peers
- Take action if they have concerns about a client's welfare, or if they have concerns about the behaviour of an adult towards a child – NON-ACTION IS UNACCEPTABLE
- Ensure physical contact occurs only when necessary, e.g. spotting on a bouldering session is appropriate, is kept to the safe minimum. Only use a "hands-on" approach when necessary, i.e. to support a participant in order to physically demonstrate a particular technique.
- Support a child or vulnerable adult making a complaint
- Challenge sensitively, inappropriate behaviour from a child or vulnerable adult, such as a crush on an Instructor, or attention seeking behaviour. If this is focussed on you, seek support.

#### STAFF SHOULD NOT...

- Engage in flirting, innuendo or make suggestive terms or gestures, or indicate favouritism for a client.
- Dismiss an allegation of any sort of abuse relating to a client's welfare
- Delay the reporting of an allegation
- Spend excessive time with one participant more than or away from other participants.

#### VULNERABLE ADULT/CHILD PROTECTION GUIDANCE NOTES

##### WHAT HAPPENS IF...

- CLIENT DISCLOSES ABUSIVE BEHAVIOUR
- YOU SUSPECT A CLIENT IS AT RISK
- IF YOU RECEIVE AN ALLEGATION ABOUT ANOTHER PERSON
- IF YOU RECEIVE AN ALLEGATION OF ABUSE BY A PARENT OR GUARDIAN
- IF YOU ARE ACCUSED OF AN ABUSIVE ACTION

In all instances report the incident to a director of OceanRock Adventure Ltd who will complete a Disclosure / Incident / Child Protection Concerns Notification Form and notify the relevant local authority or local Police.

#### GENERAL POINTS

- Don't believe it could never happen to you.®
- Read this policy and make sure you are aware of the procedures relating to the nature of your work with OceanRock Adventure Ltd.