



## **CHILD PROTECTION AND SAFEGUARDING CHILDREN**

### **CODE OF PRACTICE**

1. It is K.S.I.M.C of Birmingham's policy to provide a safe and secure environment in which children can thrive and develop and where all aspects of their safety, well being and welfare will be protected.
2. K.S.I.M.C of Birmingham will minimise the situations in which the abuse of children might occur.
3. Any child using the services of K.S.I.M.C of Birmingham and anyone acting on behalf of such a child, may complain about any aspect of the service they receive. There is a complaints procedure in place and complainants will have a right of appeal, if they are dissatisfied with the way a complaint was handled.
4. Any child may disclose to any staff member or volunteer any abuse they may be suffering elsewhere in their lives and staff and volunteers will be vigilant for the signs of abuse.
5. Any indications that a child may be suffering from abuse will immediately trigger K.S.I.M.C of Birmingham's child protection policy and the associated procedure. These procedures are consistent with the Birmingham Safeguarding Children Partnership (BSCP) (<http://www.lscpbirmingham.org.uk/>).
6. In recruiting staff and volunteers, K.S.I.M.C of Birmingham will follow a systematic selection process designed to assess the applicant's suitability for the post and to work with children.
7. Checks will be made to ensure that all the information provided by any potential member of staff or volunteer is accurate. Staff and volunteers will be checked for any offences they may have committed against children.
8. All appointments will be subject to a probationary period dependent upon the checks detailed above.
9. All paid staff and volunteers will have clear roles detailed for them as detailed in the policy and accompanying procedure.
10. The supervision of staff and volunteers will be used as a means of ensuring that the children using the services of K.S.I.M.C of Birmingham receive adequate and appropriate protection.
11. Where staff or volunteers occupy high risk posts or are working in high risk settings or situations, K.S.I.M.C of Birmingham will be extra vigilant in its supervisory role.
12. Induction programmes for all new staff and volunteers will include basic information on recognising and responding to child protection issues.
13. K.S.I.M.C of Birmingham will encourage designates, volunteers and staff to undertake further training on child protection issues, and in appropriate circumstances this training will be compulsory. To this end, it will ensure that issues of child protection receive continuous attention and will regularly review the way in which the organisation operates to support this principle.