

Navjivan Vadil Kendra

Policy for the Protection of Children and Vulnerable Adults

1 Definitions

1.1 The Children Act 1989 defines a 'child' as a person under the age of 18.

1.2 Section 115(4) of the Police Act 1997 states that a person can be considered to be "vulnerable" if s/he is: "substantially dependent upon others in performing basic physical functions, or his ability to communicate with those providing services, or to communicate with others, is severely impaired, and, as a result, he would be incapable of protecting himself from assault or other physical abuse, or there is a potential danger that his moral well-being may be subverted or overpowered."

1.3 Furthermore, the recent Government White Paper "Valuing People" defines learning disability as "including the presence of:

- A significantly reduced ability to understand new or complex information, to learn new skills (impaired intelligence) with;
 - A reduced ability to cope independently (impaired social functions);
 - Which started before adulthood, with a lasting effect on development."
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2 Scope of the Policy

This policy extends to all Kendra members, guests and employees working with children and vulnerable adults, even if for a temporary period. It also extends to volunteers and contract workers engaged on behalf of the Kendra

3 Statement of Principles

Kendra wishes to ensure that all members enjoy the best possible facilities provided by Kendra. In the case of those members who are under-18 or who may be vulnerable for other reasons (eg: some individuals with a disability or specific learning difficulty), the Kendra wishes to make certain that those members can be confident that their safety is taken extremely seriously and that all reasonable steps have been taken to provide a safe learning environment.

4 Kendra's Commitment

4.1 All Kendra members are in a position of trust, particularly those individuals who teach, support, guide or in any way interact with members. It is incumbent on us to be aware of this and act accordingly at all times.

4.2 Some members also have positions of authority in relation to other members, for example, guidance, physical support, language translations etc. These members should be aware that they may be in contact with other members who are under-18 and vulnerable, and must be aware of this policy and act appropriately at all times.

4.3 Many members across the Kendra work directly with, or encounter in a one-to-one situation, children, under-18s and vulnerable adults in the course of their meetings and or other work, or will be in positions of particular trust. The Kendra is committed to ensuring that such members, where required, undergo the appropriate level (ie standard or enhanced) of Criminal Records Bureau (CRB) checks in accordance with accepted employment practice to ensure their suitability to work with under-18s and vulnerable adults, and that such checks are repeated at regular intervals. Members who do not wish to undergo such checks may be unable to undertake their duties or participate in activities.

5 Managerial Responsibility

5.1 The responsibility for oversight of this Policy rests with the Executive Committee.

5.2 The nominated Designated Officer for this policy is the President.

5.3 The Designated Officer may nominate other members of the Kendra to cover for absences or to act on his/her behalf.

5.4 There will be proactive steps taken to make clear the identity of the Designated Officer to all members involved in all activities involving under-18s and vulnerable adults, and to draw attention to this Policy and any associated documentation.

5.5 It is the responsibility of the Executive Committee to engage in the early identification of under-18s, and to notify the other members about these students. The Management Information Unit will run quarterly reports to ensure that no student is overlooked.

6 Child Protection Measures

6.1 Where under-18s are concerned, there are statutory responsibilities for each organisation to follow regarding the safety of children. The Children Act 1989 requires the safety or welfare of the child or young person to be of paramount importance; it overrides all other considerations.

6.2 All Kendra members working closely with children or young people have a responsibility to be alert to the possibility that a child or young person may have been, or may be at risk of being, abused.

6.3 Any Kendra member having any concern about issues relating to the protection of a child or young person should notify the Designated Officer as soon as possible.

7 Vulnerable Adults Measures

7.1 Where possible, the Kendra shall identify vulnerable adults and ensure that there are appropriate support measures in place. Any member with concerns regarding an adult member whom they believe or know to be vulnerable must contact Designated Officer if necessary.

8 Allegations of Abuse or Inappropriate Behaviour

8.1 Allegations involving a member and a person under-18 or a vulnerable adult should be reported to the Designated Officer. Consideration will be given as to whether the situation constitutes a child protection/vulnerable adult issue.

9 Training

The Kendra will provide information to raise awareness to ensure that all members understand who to notify if a member covered by this policy discloses abuse or any other protection issue.

10 Relationships with Young People Aged 16-17

It should be noted that, whilst a young person can consent to sexual activity once they reach the age of 16, the Sexual Offences (Amendment) Act 2000 makes it a criminal offence for a person to engage in any kind of sexual activity with a person under 18 where the adult is in a position of trust. This applies to all members..

11 Review

The Designated Officer shall ensure that this Policy is reviewed in response to any legal or other developments in this area. It shall also be reviewed annually to ensure that the Policy still fits within the management structure of the Kendra

President

Secretary