

Child Protection Policy Bredsjö Kulturkooperativ

1 Introduction

The aim of the policy and procedures is to regulate how Bredsjö Kulturkooperativ works as an organisation so that the children with which we come into contact are safeguarded and can feel safe and secure. Moreover, these procedures are in place so that our actions while implementing programmes or institutional activities do not cause any harm to children and their families.

The policy is available on Bredsjö Kulturkooperativ's website www.kulturkooperativet.se.

Everyone working in the organisation has a responsibility to respect and take seriously the protection needs of children. Any form of abusive treatment, exploitation or behaviour that could put children at risk of abuse is both unauthorised and unacceptable in all our activities, and it may lead to suspension and termination of any type of engagement.

In its work with children and young people, Bredsjö Kulturkooperativ shall prevent all forms of abuse by anticipating risks and reacting quickly and correctly if a child is harmed.

1.1 Definition of Safeguarding

"Child Safeguarding is the responsibility that organisations have to make sure their staff, operations, and programmes do no harm to children, that is that they do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children's safety within the communities in which they work, are reported to the appropriate authorities"

(Keeping Children Safe Coalition¹ – www.keepingchildrensafe.org.uk)

This includes both preventative actions to minimise the chances of harm occurring, and responsive actions to ensure that incidents which may happen are appropriately handled. Indeed, the concept of thinking about safeguarding - and reducing risk - should be embedded in everything that we do, from recruiting a staff member or volunteer, through to designing and running an activity.

When is a child harmed? Children can be harmed in many ways, such as through "physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse." (UN Convention on the Rights of the Child, Article 19) The Convention on the Rights of the Child requires states to do everything possible to protect children. Violation and abuse of someone's integrity can happen in different ways and with different degrees of severity. It is the victim who knows best whether the line has been crossed. However, children are very vulnerable as they are not yet fully developed and do not understand everything that is happening. Adults have an advantage with their knowledge and

¹ Keeping Children Safe (KCS) is the international coalition working to establish standards for safeguarding. For more information see <http://www.keepingchildrensafe.org.uk>

experience. Children are therefore often in a position of dependence on adults. As adults, we have a responsibility to protect children.

2 Action Plan

All employed staff, members and volunteers within Bredsjö Kulturkooperativ must know and follow this policy. This means that all actions and behaviours that put children at risk of harm are prohibited, and suspicions of possible violations are handled in accordance with the current action plan. In activities where there is direct contact with children, staff, members and volunteers should particularly follow the guidelines and action plans set out in this policy.

2.1. Awareness and training

Through dialogue with everyone who works with children on the child protection policy, we create an important awareness of protecting children.

If necessary, targeted training courses are organised with specialisation in child protection.

2.2. Recruitment

- Anyone working with children must provide an extract from the criminal record.

The extract is ordered via the police website. The employee must show the answer from the police authority to the person in charge of Bredsjö Kulturkooperativ. The responsible person notes the date when the extract was shown without stating the content of the answer.

- Anyone working with children is bound by confidentiality and acknowledges that they have read and will comply with this policy.

All employees sign a non-disclosure agreement. This means they cannot pass on sensitive information about a person. Volunteers sign a pledge of confidentiality. The pledge of confidentiality has the same purpose as a non-disclosure agreement but cannot be regulated by law.

2.3 Working directly with children

Our endeavour is that employees, members and volunteers should not work alone with children. Not working alone with children is primarily about safeguarding the child/children but also about protecting the adult.

All the employees, members and volunteers of Bredsjö Kulturkooperativ should treat children with respect and equally, regardless of their age, sex, language, religion, opinion or nationality, ethnic or social origin, status, class, caste, sexual orientation, or any other personal characteristics. In addition they should always strive to help children to take part in decisions which concern them according to their age and their level of maturity.

2.4 Images and personal information

In order to prevent possible harm that comes from online activities, we will not take pictures, or share them on social media without the consent of children and parents.

Unofficial photographs must not be posted or uploaded on personal pages. Never indicate in the files any information that could endanger the child (title, metadata, captions etc.).

When publishing/distributing photos, images, stories etc., personal information must be removed to ensure privacy (i.e. names and addresses must not be included and if necessary other identifying features such as school name should also be omitted).

2.5 Reporting Concerns and Child Protection Incidents

If someone experiences an emergency situation with danger to the child, they should contact the police directly via the emergency number 112. If an emergency report has been made, contact should always be made with the person in charge or the chairman of Bredsjö Kulturkooperativ to deal with the situation that has arisen.

If an employee, member or volunteer suspects that a child is being harmed in their home or any environment where the child is staying, a report of concern should be made to the social services.

A report of concern can be made orally or in writing to the social services. It is important to include the child's name, why you are reporting and where the child is located. You can make the report anonymously. However, an anonymous report can make it difficult for the social services to complete the information and complicate their investigation of the case.

Respect the privacy of those involved! Remember not to spread what happened to more people than necessary. Note that the report may only be based on a concern; no person is guilty until this has been proven through an investigation and a possible judgement.

You can call social services if your concern is urgent. Weekdays 8-12 you can call 0591-643 20. Weekdays 13-16.30 you can call 070-739 92 30. Please note that this number is only for reports of concern.

You can always call the social services to talk anonymously and ask for advice on a case. In this case, it is important not to give your name or the name of the potential victim. If the name of the possible victim is mentioned, the social services must document it as a report.

Notification obligation

The law states that anyone who becomes aware of or suspects that a child is being harmed should report it to the social services. Staff who work with children and young people in professionally run private organisations are obliged to report and must report immediately. (Social Services Act, chapter 14, section 1).

2.6 Monitoring & Review

The evaluation and monitoring of our child protection policy takes place in connection with any case that has occurred. Otherwise, it is reviewed every five years and adjusted if necessary.