

## Procedure for Responding to Concerns relating to Child Welfare

Set procedures ensure that everyone is clear on what action to take in the event of suspected abuse or inappropriate behaviour. It gives staff and volunteers clear, important steps to follow; ensuring action is taken quickly and in the best interests of the child.

### Procedures:

These procedures apply to all staff/volunteers involved in **Penicuik Rugby Football Club**.

#### 1. Concerns about the General Welfare of a Child (NOT involving concerns about child abuse)

**Penicuik Rugby Football Club** is committed to working in partnership with parents/carers whenever there are concerns about a child. Parents/carers have the primary responsibility for the safety and well-being of their children.

Where the concern does not involve the possibility of abuse, worries may be discussed with parents/carers. For example, if a child seems withdrawn, he/she may have experienced an upset in the family, such as a parental separation, divorce or bereavement. Common sense is advised in these situations.

Any significant, untoward or unusual incidents that cause concern about the welfare of a child/children should be recorded on the *Significant Incident Form* and reported to **the Club Child Protection Officer** as soon as possible. Parents/carers should also be informed of the circumstances as soon as possible.

Advice should be sought from **Scottish Rugby Lead Officer for Child Protection and Welfare** if there is any uncertainty about the appropriate course of action where there are concerns about the general welfare of a child.

#### 2. Concerns about the Abuse of a Child

##### What to Do if a Child Tells You about Abuse

**No club staff member or volunteer shall investigate allegations of abuse or decide whether or not a child has been abused.**

Allegations of abuse must always be taken seriously. False allegations are very rare. If a child says or indicates they are being abused or information is obtained which gives concern that a child is being abused, the information must be responded to on the same day in line with the following procedure.

##### **2a Respond**

- React calmly so as not to frighten the child.
- Listen to the child and take what they say seriously. Do not show disbelief.
- Reassure the child they are not to blame and were right to tell someone.
- Be aware of interpreting what a child says, especially if they have learning or physical disabilities which affect their ability to communicate or English is not their first language.
- Do not assume that the experience was bad or painful - it may have been neutral or even pleasurable.
- Avoid projecting your own reactions onto the child.
- Avoid asking any questions. If necessary only ask enough questions to gain basic information to establish the *possibility* that abuse may have occurred. Only use open-ended, non-leading questions e.g. Who? Where? When?
- Do not introduce personal information from either your own experiences or those of other children.

**Avoid:**

- Panicking.
- Showing shock or distaste.
- Probing for more information than is offered.
- Speculating or making assumptions.
- Making negative comments about the person against whom the allegation has been made.
- Approaching the individual against whom the allegation has been made.
- Making promises or agreeing to keep secrets and giving a guarantee of confidentiality.

**Observation/Information from an individual or agency**

A concern or possible abuse of a child may be reported or observed by another child or adult and information could come from an individual or another agency/organisation.

Where there is uncertainty about what to do with the information, directly from a child's disclosure or from someone else, **Scottish Rugby Lead Officer for Child Protection and Welfare** must firstly be consulted for advice on the appropriate course of action.

If **Scottish Rugby Lead Officer for Child Protection and Welfare** is unavailable or an immediate response is required, the police and social work services must be consulted for advice. They have a statutory responsibility for the protection of children and they may already hold other concerning information about the child.

In all cases, record any advice given.

**If you are concerned about the *immediate* safety of the child:**

Take whatever action is required to ensure the child's immediate safety.

Pass the information immediately to the police and seek their advice.

**2b Record**

Make a written record of the information as soon as possible using the *Significant Incident Form*, completing as much of the form as possible. The following information will help the police and social workers decide what action to take next:

- Child's name, age and date of birth.
- Child's home address and telephone number.
- Any times, dates or other relevant information.
- Whether the person making the report is expressing their own concern or the concerns of another person.
- The child's account, if it can be given, of what has happened and how any injuries occurred *using the child's own words*.
- The nature of the concern (include all of the information obtained during the initial account e.g. time, date, location).
- A description of any visible (when normally dressed) injuries or bruising, behavioural signs, indirect signs (do not physically examine the child).
- Details of any witnesses.
- Whether the child's parents/carers have been informed.
- Details of anyone else who has been consulted and the information obtained from them.
- If it is not the child making the report, whether the child has been spoken to, if so what was said *using the child's own words*.
- The child's views on the situation.

If completing the form electronically, **do not save copies to the hard drive, disk or pen drive**. Print a copy, sign and date and then delete immediately. Pass the record to social work services or the police and to the **Scottish Rugby Lead Officer for Child Protection and Welfare** that day.

### **2c      *Sharing Concerns with Parents/Carers***

Where there are concerns that the parents/carers may be responsible for or have knowledge of the abuse, sharing concerns with the parents/carers may place the child at further risk. ***In such cases advice must always firstly be sought from the police or social work services as to who informs the parents/carers.***