

## QUEEN'S UNIVERSITY BELFAST

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Childcare Services

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### **Child Protection Policy**

Childcare Services at Queen's are committed to safeguarding the welfare of all children in our care by protecting them from experiencing abuse of any kind including:

- Physical abuse
- Sexual abuse
- Neglect
- Emotional Harm
- Bullying
- Exploitation
- Other forms of harm

The welfare of the child/young person is of paramount importance and this policy provides protection for all children regardless of age, gender, disability, religion, sexual orientation or identity.

Procedures are in place to ensure a commitment to practice which enable the Child Protection Policy to be effective and staff within the Childcare setting will endeavour to work in partnership with children / young people, parents, carers and other agencies in order to promote children's and young people's welfare.

Attached as Appendix 1 is information on the Child Protection Definitions.

#### **Recruitment and Selection**

Childcare Services follow carefully the procedures for the recruitment, selection and vetting of staff and volunteers. All staff participate in an induction and mentoring scheme when they take up their post at Queen's.

#### **Code of Behaviour and Conduct**

Childcare Services staff, volunteers and students will all follow the Code of Behaviour and Conduct. This, in conjunction with the Child Protection Policy, enables Childcare Services at Queen's to safeguard all children in our care.

#### **Training**

Child Protection Training is mandatory for all Childcare Staff. This will incorporate the procedure for reporting concerns to the Designated Officers. Managers will carry out supervision meetings with all staff on a six - eight week cycle and issues highlighted will be dealt with in a confidential and efficient manner.

This policy applies to all staff, including senior managers, paid staff, students, volunteers, visitors, or anyone working on behalf of Queen's Childcare Services.

Childcare Services at Queen's is committed to an annual review of their Child Protection Policies.