



## Child Protection Policy

**Purpose:** The Turing Trust believes that it is always unacceptable for a child or young person to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people by a commitment to practice which protects them. It is central to those purposes that children and young people coming into contact with the Turing Trust should be free from violent, abusive, coercive, exploitative or other inappropriate behaviour or actions on the part of the Turing Trust and its representatives. The Turing Trust recognises that:

- The welfare of the child/young person is paramount.
- All children and young people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- Working in partnership with children, young people, their parents, carers and their agencies is essential in promoting young people's welfare.
- Due respect should be given to the culture, customs and religion of young people with whom the Turing Trust may have contact.

### Our Policy

1. Representatives of the Turing Trust will seek to safeguard children and young people by:
  - Valuing them, listening to and respecting them
  - Recruiting staff and volunteers safely, ensuring all necessary checks are made
  - Sharing information about child protection and good practice with staff and volunteers
  - Sharing information about concerns with agencies who need to know, appropriately as the local circumstances dictate
  - Observing guidance given to staff and volunteers.
2. The Turing Trust will ensure that a two-agent principle is followed by staff at all times when dealing with children and young people. Any child or young person interacting with the Turing Trust will be supervised by two staff members to ensure they are safe from harm of any kind. This will be ensured by having a named point of contact and a deputy for all dealings with children and young people.
3. Persons carrying out work on behalf of the Turing Trust, volunteers and visitors to our sites will be expected to comply with this policy, not only when on the premises but in their wider activities connected with the Turing Trust.
4. People acting on behalf of the Turing Trust or associated with its objects should ensure that their behaviour does not call into question the effectiveness of this Policy.
5. Instances of breach of this Policy, incidents which may appear to be acts inconsistent with the objectives of this Policy, and activities of persons which may bring into question the effectiveness of the Turing Trust's policy towards children should be brought to the notice of the Trustees as soon as possible.
6. This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the Turing Trust. We will also ensure that this policy is made clear and available for any child or young person and their parents or guardians.
7. The Turing Trust will review the Policy and good practice periodically.

## Child Protection Lead and Deputies

In line with section 2 of this policy we have detailed below our named Lead and Deputies. Our named staff members are responsible for ensuring the "Four Eyes" principle is upheld at all relevant times children and young people come into contact with Turing Trust staff. The appointments of staff to these roles will be reviewed every six months.

	<b>Lead</b>	<b>Deputy 1</b>	<b>Deputy 2</b>	<b>Deputy 3</b>
<b>Name</b>	Neil Gilchrist	Georgia Strachan		
<b>Position</b>	Operations Manager	Fundraising and Communications Manager		
<b>Date appointed</b>	12/10/2017	12/10/2017		
<b>Appointment review date</b>	12/04/2019	12/04/2019		

## References

In compiling our Child Protection Policy the Turing Trust has sought guidance from the Charities Commission, NSPCC, Scottish Government, and Disclosure Scotland. Links to the relevant sources can be found below.

In line with this guidance we have ensured that all of our existing policies are coherent with our child protection policy ensuring that the safety and wellbeing of all children and young people in contact with the Turing Trust.

- <https://www.gov.uk/government/publications/safeguarding-children-and-young-people/safeguarding-children-and-young-people>
- <https://www.gov.uk/guidance/how-to-manage-your-charitys-volunteers>
- <https://www.mygov.scot/basic-disclosure/overview/>
- <https://www.gov.uk/government/publications/safeguarding-children-and-young-people/safeguarding-children-and-young-people> This includes details of what you need to include in a child protection policy and the systems and procedures you need to have in place.
- <http://www.legislation.gov.uk/asp/2007/14/contents> Protection of Vulnerable Groups (Scotland) Act 2007
- <https://www.nspcc.org.uk/preventing-abuse/child-protection-system/scotland/legislation-policy-guidance/>
- <http://www.gov.scot/Resource/0045/00450733.pdf>
- <https://www.nspcc.org.uk/what-you-can-do/get-expert-training/child-protection-in-scotland/>