



CHALLENGE – REACT – EXPLORE – EXPERIENCE – DEVELOP

Outdoor Educational Activities

Team building/ problem solving/ training & development

Child protection policy

CREED outdoor learning aims to create an atmosphere where children and young people feel valued, safe; in a place and with people where their welfare, education and safety is promoted at all times. Those activities where there is an element of risk involved, the risk has been assessed and measures put in place to minimize the risk so that the educational benefit of the experiences outweigh the risk involved to any young people taking part.

All of our instructional staff working for CREED are vigilant in protecting the children and young people using the project from abuse, bullying and intimidation, injuries and accidents are recorded as per health and safety guidelines and any concerns will be taken seriously, acted upon appropriately. CREED staff will pay attention to what children and young people say and feel and any disclosure will be dealt with as per last paragraph of this policy

CREED will do this through a careful recruitment and selection process, a whistle blowing policy, ongoing supervision and monitoring arrangements and guidance on appropriate behavior toward young people.

Recruitment and Staffing

Creed staff will need to show previous experience and ability to work with children and young people, fill out an application form and have a recent (previous 12 months) enhanced CRB check, CREED will then undertake its CRB check within the first 6 months and then every 3 years in line with guidelines, (any intermediate checks done by other organizations should be made known to CREED by the member of staff involved). A formal interview will be carried out and notes kept about questions asked and answers given along with records of all staff qualifications, training and National governing body awards held. References will be requested by two people that have known the applicant (not family members) or one reference plus being known to CREED management staff through previous employment for other outdoor education providers or youth groups.

Contact with Young People

Instructors where possible should not put themselves into question by being alone with any young person under CREED supervision or contact any young person directly outside of work. They should work openly and

where possible in clear view and/or earshot of other young people and/or adults so that anything that is said and done is done openly and could not be misunderstood by anyone else in the vicinity. CREED instructors are not with a group of young people to maintain discipline but to facilitate the activity the groups are taking part and so a leader should always be with a group of young people when on an activity. CREED instructors should not need to shout or raise their voice to any young person in their care unless it is to stop immediate danger or harm from being caused to any member of the group, including leaders, instructors or onlookers. If during an activity an instructor needs to touch a young person either in a safety capacity or to help them achieve their full potential they must openly tell the person involved what they are doing and why (example: adjusting a safety harness, adjusting a persons archery stance)

Consent for young people taking part/ images of young people

Every participant taking part in adventurous activities should complete a CREED consent form to take part in the activities provided by CREED outdoor learning Trust, school and youth project forms may be used providing they give the same information, if school/ youth project forms are used then each participant shall read the accepting of risk statement and sign a register to say they have read and agree to taking part. (Group leaders will be responsible for completing and handing over these forms to CREED staff)

Dealing with incidents/ accidents/ disclosure

All allegations will be dealt with through guided channels of communication as set out below

Allegation against member of CREED staff

All allegations against CREED staff must be made to CREED management and ALL allegations will be taken seriously, whether verbal or written they will all be recorded and dealt with quickly, anonymously and outcomes will be shared with the person making the allegation and any other organization including criminal proceedings if appropriate.

Incidents and accidents

All CREED staff will be first aid trained and copies of certificates kept on record, they will be recorded in an appropriate accident book and outcomes investigated if recurring injury from same activity. Incidents of verbal or physical abuse against clients or CREED staff will be taken seriously, whether verbal or written they will all be recorded and dealt with quickly, anonymously and outcomes will be shared with the person making the allegation and any other organization including criminal proceedings if appropriate.

Disclosure

Any disclosure made to or in front of any CREED member of staff will be dealt with professionally in a manner that that is in the best interests of the person making the disclosure. Other professional agencies will be involved as quickly as possible. The welfare of the young person or adult making the disclosure will be at the forefront of all action taken.