



The
Brilliant
Club

Child Protection Policy

The charity's Child Protection Officer is Susie Whigham, National Programme Director, The Scholars Programme.

Phone: 07398 141 991

Email: susie.whigham@thebrilliantclub.org

All child protection concerns are urgent and will be dealt with **immediately**. If you have any issues, queries or concerns, please contact Susie as soon as possible. If a tutor or trainee contacts you about any disclosure please contact Susie immediately.

The charity's deputy Child Protection Officer is Dr Mary Henes, Area Director for the South and East of England, The Scholars Programme.

Email: mary@thebrilliantclub.org

Policy Statement

The Brilliant Club will act to safeguard the welfare of pupils, PhD tutors, teachers and employees throughout their participation in our programmes, including compliance with relevant legislation and good practice.

Definitions:

Vulnerable people – Both children and young people are considered to be 'vulnerable people'. The definition of a child is someone who has not yet reached the minimum school leaving age. In England and Wales, a child can leave school on the last Friday in June if they are or will be 16 before the start of the next school year. The definition of a young person is any person who is not a child but has not yet reached the age of 18, or who is still enrolled at their Sixth form or college.

Abuse – The definition of abuse includes:

- Infliction of physical, psychological, emotional or verbal pain or injury
- Acts of neglect or an omission to act
- Persuading a vulnerable person to take part in sexual activities. This does not have to be physical contact; it also includes online interaction
- Grooming
- Bullying and cyber bullying. This includes any type of abuse that happens on the web, through social networks or mobile phones
- Persuading a vulnerable person to enter into a financial transaction to which they have not consented or cannot consent



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Child Protection Policy Statement

The Brilliant Club 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.

We recognise that:

- The welfare of the child/young person is paramount
- All children, 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, schools, and agencies is essential in promoting young people's welfare

The purpose of the policy is:

- To provide protection for the children and young people who receive The Brilliant Club's services, including the children of adult members or users
- To provide employees and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm
- This policy applies to all employees, including senior managers and the Board of Trustees, paid employees, volunteers and sessional workers, agency staff, students or anyone working on behalf of The Brilliant Club

We will seek to safeguard children and young people by:

- Valuing, listening to and respecting them
- Adopting child protection guidelines through procedures and a code of conduct for employees
- Recruiting employees and volunteers safely, ensuring all necessary checks are made
- Sharing information about child protection and good practice with children, parents and employees
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately
- Providing effective management for employees through supervision, support and training

Important Note

Once you have noted down the key details please inform Susie as a matter of urgency. If she is unavailable by phone please follow this up with an email explaining that there has been a child protection issue, cc'ing either:

- Mary Henes (Area Director South) – mary@thebrilliantclub.org
- Leanne Adamson (Area Director North) – leanne@thebrilliantclub.org
- Joe Loudon (Midlands and South Coast Director) – joe.loudon@thebrilliantclub.org
- Steph Hamilton (East of England Director) – steph.hamilton@thebrilliantclub.org



**The
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All employees are expected to uphold the following of PhD tutors and RIS trainee teachers:

Each PhD Tutor or RIS participant:

- Will promptly complete an application for an enhanced disclosure DBS check and provide necessary ID verification and will upon request, provide the DBS certificate to The Brilliant Club
- Will inform The Brilliant Club of any relevant police record or other factors, including any changes in circumstances, which may mean that they are unsuitable to work as a Brilliant Club tutor
- Will keep a commitment to demonstrating the qualities of empathy, humility and respect at all times
- Will endeavour to act as a role model for pupils and set a high standard of professionalism at all times
- Will focus on the professional and academic nature of their relationship with pupils rather than seeking to 'mentor' them in a broader sense
- Will maintain a strictly professional relationship with pupils
- Will remember that all interactions between themselves and pupils must be such that no reasonable person could observe an interaction and construe its nature as abusive
- Will not make physical contact of any kind with a pupil should it be misconstrued Will not use inappropriate language in the presence of pupils
- Will not smoke or be under the influence of alcohol in the presence of pupils
- Will avoid situations where they are left alone with individual pupils wherever possible. Where such situations are unavoidable they will keep the door of the room they are in open
- Will not offer pupils a lift in a car
- Will record any instances or suspicions of inappropriate behaviour and report them to The Brilliant Club

If a pupil discloses to you abuse committed by someone else:

- If a pupil approaches you with a disclosure of abuse, then proceed with caution
- Remember that the needs of the pupil take priority and it is your professional duty of care to act in their interest
- Before the pupil goes into detail you must explain the consequences of them disclosing information to you and the action that you will take. Assure them that you will offer them support, but let them know that you are required to pass on any information to the Child Protection Officer in the school
- Try to avoid a situation where you are alone with a pupil. However, it is possible that a pupil may be unwilling to make disclosures of this nature in anything but a one-to-one situation
- Ask the pupil if they would like another person to be present, for example, another adult or a friend. If they decline, then do proceed with the discussion but ensure to take extra care with your behaviour and body language
- If you are unsure about how you should proceed then feel free to ask the pupil to wait whilst you consult this document before you begin
- Keep calm and listen to the pupil - do not make physical contact at any time, even if the intent would be to console or reassure them
- Allow the pupil to speak without interruption and accept what is said
- Do not make judgment or offer an opinion. Do not attempt to investigate the allegation and ask questions only for the purpose of clarification
- Explain again what will happen next. Find out when the pupil is next due to see the person who is the subject of the allegation in order to help you make a judgment as to the appropriate timing of your follow up
- Once the conversation has finished and the pupil has left you should note down the key details of what the pupil has told you so you can refer back to them at a later point
- Even if the allegation concerns a situation that is not related to The Brilliant Club, please refer the case to us as we are experienced in dealing with these matters