



CONCERNED ABOUT A CHILD?

**TURN TO PAGE 20 NOW FOR
WHAT TO DO.**

POLICY STATEMENT

1. Purpose of the Policy

Safeguarding and promoting the welfare of children and young people Magic Me 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.

Magic Me recognises that:

- The welfare of children and young people is paramount
- All children, regardless of ages, 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 the agencies who work with them, is essential in promoting young people's welfare.

Magic Me recognises that it has a duty and a responsibility to ensure that all its functions are carried out with due regard to safeguarding and promoting the welfare of children / young people. This means:

- Protecting children / young people from maltreatment;
- Preventing impairment of their health or development;
- Ensuring that they grow up in circumstances consistent with the provision of safe and effective care;
- Enabling them to have optimum life chances and to successfully enter adulthood.

2. People who this Policy applies to:

- All staff, paid and unpaid, including volunteers, students and freelancers.
- All participants in Magic Me activities.
- All visitors and contractors.

3. We will seek to safeguard children and young people by:

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

4. Safeguarding Law

In England the law states that people who work with children have to keep them safe. This safeguarding legislation is set out in The Children Act (1989) and (2004). Section 11 of the Children Act 2004 places a duty on key persons and bodies to make arrangements to ensure that in discharging their functions, they take into account the need to safeguard and promote the welfare of children.

Safeguarding also features in the United Nations Convention on the Rights of the Child (to which the UK is a signatory) and which sets out the rights of children to be free from abuse. The Government also provides guidance in their document Working Together to Safeguard Children.

NB This policy statement should be read alongside the following document *Magic Me Procedure for Safeguarding Children and Young People.*



SAFEGUARDING CHILDREN AND YOUNG PEOPLE PROCEDURES

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1. PURPOSE OF PROCEDURE, PEOPLE AFFECTED & RESPONSIBILITIES

1A PURPOSE OF THIS PROCEDURE

This procedure establishes the guidelines to be followed by Magic Me staff (paid and unpaid) including: trustees, staff, freelance artists, volunteers, students and contractors, without exception, for the protection of Magic Me participants from abuse or harm. All children and young people have a right to protection and their welfare is paramount.

NB This Procedure should be read with the accompanying document, *Magic Me SafeGuarding of Children and Young People Policy*

1B PEOPLE AFFECTED

- All staff, paid and unpaid, including volunteers, students and freelancers.
- All participants in Magic Me activities
- All visitors and contractors

1C RESPONSIBILITIES

- i. All members of staff (paid and unpaid) are required to report any suspected abuse and be aware of the appropriate reporting and support procedure for safeguarding.
- ii. The Safeguarding Officer and Deputy Safeguarding Officer will discharge their safeguarding functions in a way that ensures that children / young people are safeguarded from harm, and promotes their welfare. They are responsible for following up any suspected reports of abuse and for informing the Police or other appropriate external bodies.
- iii. The Trustees are responsible for supervision of these activities and the Chair of Trustees will lead this process.

2. HOW TO REPORT ACTUAL OR SUSPECTED ABUSE

2A Always follow procedure

- i. Following the procedure in this document is vital. Many people want to sort out a problem themselves, or be very sure before referring a concern about a child, to an appropriate person or other agency. **Child abuse allegations CANNOT be tackled in this way.** Passing the information or concern on to the right person (making a referral) is likely in the long term to cause less harm. Not following this procedure may cause the abuse to continue.
- ii. Refer concerns ASAP - **DO NOT INVESTIGATE** and **DO NOT** discuss any concern, suspicion or allegation with the person who has allegedly abused a child.
- iii. Unfortunately, there are no pain-free ways of dealing with this sort of situation. Relationships can be badly affected where people try to investigate allegations and concerns themselves.

2B How to report actual or suspected abuse

- i. Any artist, staff member, volunteer, trustee or other person must report any actual / suspected abuse in confidence to one of the Safeguarding Officers listed below. *Some signs of abuse and neglect are given in sections 6 & 7.*

Concerns must be reported where possible on the same day the concern arises or as soon as possible and must be followed up in writing within 24 hours.

Magic Me's Safeguarding Officers are:

Safeguarding Officer & Appointed Person:

Susan Langford Director | susanlangford@magicme.co.uk | 020 3222 6064
Out of hours: 07505 970866

Deputy Safeguarding Officer & Appointed Person absence cover A:

Kate Hodson, Program Director | katehodson@magicme.co.uk | 0203 222 6064
Out of hours: 07834 150926

Trustee Lead/Chair of Trustees:

Alison Harvie | chair@magicme.co.uk

- ii. Nobody else is to be contacted within Magic Me. **Do not discuss the matter with anyone else, including your line manager.** You do not need permission to report a concern or suspicion of abuse.
- iii. If you are worried about the **immediate** safety of a child/young person and cannot contact the Appointed Person **call the police on 999**, or contact the Local Authority **Social Care Out of Hours Team on 020 7364 4079**. Record what you

have done and then contact the Appointed Person with this record as soon as you can within the 24 hours.

- iv. Your report to the Appointed Person must be accurate and where possible use the child's actual words, not your own, if they disclose information to you. Ensure you sign and date your report, including the year.

For more details & guidance on how to respond to a child, see SECTION 3 – GUIDANCE IF A CHILD DISCLOSES ABUSE on page 7 and the Appendix A FLOW CHART on page 18.

2C What happens when abuse or suspected abuse is reported.

The Appointed Person will report the concern to the relevant agency or partner as soon as possible:

If the child is in immediate danger they will ring 999 or contact the Social Care Out of Hours Team on 020 7364 4079.

If the child is not in immediate danger and involved directly with Magic Me, with no school or youth partner, and the child is in LB Tower Hamlets, they will:

- Contact the Child Protection Advice Line on 020 7364 3444 or
- Contact Social Care Out of Hours Team (5 pm onwards) 020 7364 4079 to discuss their concerns and where appropriate make a referral.

If the child is involved directly with Magic Me outside LB Tower Hamlets they will immediately contact the equivalent Social Care team. Contact details for this must be researched and recorded when any project is set up outside Tower Hamlets.

If the child is involved in a project through a school, youth or community group the Magic Me Appointed Person will immediately contact the partner Safeguarding Officer. This person will be identified during the setting up of the project and the contact details recorded in Magic Me's Letter of Roles and Responsibilities agreed with the partners before the project starts.

If the allegation is against the Headteacher or partner's Safeguarding Officer the Appointed Person will contact the Child Protection Advice Line directly.

- The Appointed Person will keep a written record of actions taken and discussions with colleagues, including the names and job titles of those involved and the date.
- The Appointed Person will inform, in strict confidence, the Chair of Trustees, that a report about a child has been made and the actions that they have taken. The details of the concern or suspected abuse will not be shared, unless they involve a Magic Me member of staff. The next section describes what to do in that case.

2D What happens next

- i. A referral to the Local Authority will be dealt with in accordance with the procedures laid down by the Local Safeguarding Children Board. The Board works with all relevant local agencies including Police, NHS, schools and voluntary agencies.
- ii. Once a referral is made Magic Me will not investigate or take further action. The referral will be taken up by the Local Authority Designated Officer and Magic Me will only take action where requested and guided by them.
- iii. A referral made to a School or partner young people's organisation will be dealt with by them, and Magic Me may not hear details of what action is taken, as these will remain confidential.
- iv. ***If a further concern is reported about the same child*** then the Magic Me Appointed Person will report this again, in the same way and not assume that anyone else is aware of the concern.

3. GUIDANCE IF A CHILD DISCLOSES ABUSE

General Points

- Keep calm – do not appear shocked or disgusted
- Accept what the child says without passing judgment (however unlikely the disclosure may sound)
- Look directly at the child
- Be honest
- Let them know you will need to tell someone else, don't promise confidentiality
- Be aware the child may have been threatened and fear reprisals for having spoken to you
- Never push for information or question the child as this can undermine any subsequent criminal investigation. If at any point a child decides not to continue, accept that and let them know that you are ready to listen should they wish to continue at any time.

Helpful things to say or show

- Show acceptance of what the child says
- "I take what you are saying very seriously"
- "I am pleased that you have told me. Thank you for telling me"
- If appropriate, "it isn't your fault and you are not to blame at all"
- "I am sorry that happened to you"

Things not to say

- "Why didn't you say something before?"
- "I really can't believe it"
- "Are you sure this has happened?"
- "Why?" "Where?" "When?" "Who?" "What?" "How?"
- Don't make false promises to the child – like confidentiality – be honest now. Any lies will be further abuse and betrayal
- Never make statements such as 'I am shocked!' or 'don't tell anyone else'.

Concluding the conversation

- Reassure the child that they were right to tell you
- Let the child know what you are going to do next.

WHAT TO DO NEXT –

- Please **ALWAYS REFER** to the **FLOWCHART OF ACTIONS** on page 18.
- Make notes about the conversation as soon as possible after the discussion. Record exactly what the child said and when he or she said it and what was happening immediately beforehand e.g. a description of the activity. Note the time, date and place of the conversation and the name of any other person present. If the initial note is handwritten, keep it if it is subsequently typed up.
- Do not be tempted to try to investigate further the claims – this could lead to contamination of the evidence and could jeopardize any Police investigation and criminal prosecution activity.

4. ALLEGATIONS MANAGEMENT

4A Allegations of abuse or malpractice against a member of Magic Me staff, paid or unpaid.

- i. It is essential that any allegation of abuse made against a person who works with children and young people including those who work in a voluntary capacity are dealt with fairly, quickly, and consistently, in a way that provides effective protection for the child, and at the same time supports the person who is the subject of the allegation.
- ii. The framework for managing allegations is set out in *Working Together to Safeguard Children: A guide to Interagency Working to Safeguard and Promote the Welfare of Children 2006*, and *Safeguarding Children and Safer Recruitment in Education 2007*. (The reporting procedures in section 4B follow the framework of these documents.)
- iii. This framework applies to a wider range of allegations than those in which there is reasonable cause to suspect a child is suffering, or likely to suffer, significant harm.
- iv. It also caters for cases of allegations that might indicate that the alleged perpetrator is unsuitable to continue to work with children in their present position, or in any capacity. This may be due to concerns about the persons conduct in their personal or professional life that might indicate their unsuitability to work with children. It should be used in respect of all allegations that are consistent with the guidance in Working Together i.e. cases in which it is alleged that a person who works with children has:
 - behaved in a way that has harmed, or may have harmed, a child
 - possibly committed a criminal offence against, or related to, a child;
 - or behaved in a way that indicates s/he is unsuitable to work with children

4B Reporting procedure for allegations against a Magic Me member of staff, paid or unpaid.

- i. The allegation must be reported immediately, at least within one working day, to the Appointed Person.
- ii. If the allegation is against the Appointed Person, then the allegation must be reported to the Chair of Trustees, currently Alison Harvie, who must then report the allegation to the Local Area Designated Officer (LADO) on the same day, by ringing: the **Child Protection Advice Line** on **020 7364 3444** for advice and support with how to do this.

4C Action to be taken by the Appointed Person or Deputy

- i. **Where there is a report of abuse or suspected abuse** this will be referred via the Child Protection Advice Line as described above.

- ii. **Where the allegation does not involve a possible criminal offence**, as evaluated by the Magic Me Appointed Person, then she/he will deal with the allegation. S/he will take advice from the Child Protection Advice Line and LADO as necessary.
- iii. ***In either case*** the Appointed Person will inform the Chair of the allegation in strict confidence as described above.
- iv. If the nature of the allegation does not require formal disciplinary action, appropriate action should be instituted within **three working days**.
- v. If a disciplinary hearing is required and can be held without further investigation, the hearing should be held **within 15 working days**.
- vi. Where further investigation is required to inform consideration of disciplinary action, the Appointed Person will discuss who will undertake that investigation with the LADO.
- vii. On receipt of the report of the disciplinary investigation, the Appointed Person should decide **within two working days** whether a disciplinary hearing is needed, and if a hearing is needed it should be held **within 15 working days**

4D Suspension

- i. The possible risk of harm to children posed by an accused person needs to be managed and evaluated. The evaluation will be in respect of the child/ren/ involved in the allegation and any other children in the individual's home, work or community life.
- ii. In some cases it will require consideration to be given to the use of suspension for the person involved in the allegation. This may be until the matter is resolved. A paid member of staff, or a contracted freelancer will be paid as usual during this suspension.
- iii. A Magic Me member of staff (paid or volunteer) must not be automatically suspended without careful thought and consideration of the circumstances of the allegation. In making the decision, the Appointed Person must consider whether the person should be suspended from contact with children for the duration of the investigation, or until resolution has been reached. In any case, alternatives to suspension should be explored and advice sought from the LADO.
- iv. Where the LADO becomes involved in a case Magic Me Appointed Person may need to take part in a case conference convened by the LADO and as guided by them.

4E Responsibilities of the Magic Me Appointed Person and Deputy

- i. The Magic Me Appointed Person and Deputy will discharge their safeguarding functions in a way that ensures that children are safeguarded from harm, and promotes their welfare.

- ii. They will liaise and work with other agencies to carry out their safeguarding functions.
- iii. They will keep an up to date knowledge and record of arrangements for Safeguarding of Children, made by Local Authorities, and be aware of their legal responsibilities in relation to safeguarding.
- iv. They will take part in ongoing training in Safeguarding to ensure they are up to date with best practice, usually 12 hours over every 2 years.

4F Record keeping

- i. Any information held either electronically or in hard copy will be held securely in a password protected document or sealed envelope in a secure, locked drawer.
- ii. Any electronic database used for recording and reporting abuse internally will protect the identity of the child and use an identifying code rather than the name so as to ensure confidentiality.

4G Dealing with the Media

- i. No Trustee or member of staff is permitted to discuss any allegation or proven allegation of child abuse relating to Magic Me, with any member of the media or any other interested party, including parents/carers, or family members.
- ii. Any enquiries should be forwarded to the Director to deal with.
- iii. Any direct enquiries should be dealt with using the words 'no comment'.

5. SUPPORT

5A Support for a person who reports a concern to Magic Me

- i. Magic Me encourages and requires our staff whether paid or unpaid to raise concerns about the safety and wellbeing of children as described. Magic Me recognises that for many people this will be a difficult and challenging thing to do and that an allegation may cause disruption, strong emotions and practical difficulties within a project or workshop group.
- ii. Magic Me will provide support for a staff member, paid or unpaid who reports a concern or allegation to the Appointed Person by:
 - a. Ensuring they are never made to feel a nuisance, are not penalised or treated negatively because of raising a concern, or being a whistle blower.
 - b. Providing management support to enable them to continue their role and any extra work raised by the new situation.
 - c. Holding a budget to bring in an extra member of staff or freelancer where this would be appropriate, to support a project.
 - d. Holding and using a budget for short term counselling where appropriate.

5B Support for the Magic Me Appointed Person and Deputy

- i. It is important that any concerns about the abuse, suspected abuse or neglect of a child are kept confidential and not discussed generally within Magic Me.
- ii. Magic Me recognises that the Appointed Person or Deputy could be dealing with unexpected new workload, difficult partnership issues and the emotional impact of learning about abuse, and not be able to discuss these with colleagues.
- iii. Magic Me will provide support for the Appointed Person and Deputy by:
 - a. The Chair providing managerial support without breaking confidentiality.
 - b. Keeping a Designated Fund for staff support to pay for example for: cover staff or artists, should someone be suspended for a period; support staff to relieve the Appointed Person while they undertake Safeguarding work.
 - c. Keeping a Designated Fund budget for short term counselling or confidential mentoring from a specialist for the Appointed Person during the period of managing the allegation, or later if required.

6. DEFINITIONS OF ABUSE

Child abuse is the term used when an adult harms a child or a young person under the age of 18.

There are four main kinds of abuse, all of which can cause long term damage to a child. They are:

Physical abuse

This is when a child is hurt or injured by a child or an adult. Physical abuse includes hitting, kicking, punching and other ways of inflicting pain or injury such as poisoning, drowning or smothering. It also includes giving a child harmful drugs or alcohol.

Emotional abuse

This is when adults deny children love or affection, or constantly threaten or humiliate them. Sarcasm, degrading punishments and ignoring a child are also forms of emotional abuse and undermine a child's confidence and sense of self-worth.

Neglect

This is when a child's basic need for love, food, warmth, safety, education and medical attention is not met by parents or carers.

Sexual abuse

This is when a child is used sexually by an adult or young person. Sexual abuse can include kissing, touching the child's genitals or breasts, vaginal or anal intercourse and oral sex. Encouraging a child to look at pornographic magazines or videos is also sexual abuse.

Child abuse can take one or several of these forms, for example bullying, racism and domestic violence are often both physical and emotional forms of abuse.

7. SIGNS OF ABUSE

Physical signs

- any injuries, bruises, bites, burns, fractures, etc, which are not consistent with the explanation given for them
- injuries which occur to the body in places which are not normally exposed to falls, rough games, etc
- injuries which appear to have been caused by a weapon e.g. cuts, welts, etc
- injuries which have not received medical attention
- instances where children are kept away from the group inappropriately or without explanation
- self-mutilation or self-harm e.g. Cutting, slashing, drug abuse

Emotional signs

- Changes or regression in mood and behavior, particularly where a child withdraws or becomes clinging. Also depression/aggression
- nervousness/inappropriate fear of particular adults e.g. frozen watchfulness
- sudden changes in behavior e.g. under-achievement or lack of concentration

- inappropriate relationships with peers and/or adults e.g. excessive dependence
- attention-seeking behavior
- persistent tiredness
- wetting or soiling of bed or clothes by an older child

Neglect signs

- regular poor hygiene
- persistent tiredness
- inadequate clothing
- excessive appetite
- failure to thrive e.g. poor weight gain
- consistently being left alone and unsupervised

Sexual signs

- any direct disclosure made by a child concerning sexual abuse
- child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behavior, or who regularly engages in age inappropriate sexual play
- preoccupation with sexual activity through words, play or drawing
- child who is sexually provocative or seductive with adults
- inappropriate bed-sharing arrangements at home
- severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- other emotional signs (see above) may be indicative of sexual or some other form of abuse

8. PLANNING AND RUNNING PROJECTS

Magic Me works with children and young people encouraging and enabling them to get to know older people and to build mutually enjoyable and beneficial relationships with them.

Projects need to be set up and run in a way which is safe, supportive and positive for all concerned. Whilst planning a project Magic Me personnel and staff from partner organisations (eg. Teachers, activities organisers) need to pay particular attention to child protection issues at all the key stages:

Setting up the project will include:

- agreeing selection criteria (with partner organisations if they are involved) before people are invited to participate. This will need to be done very sensitively when working with some client groups, for example, people with dementia, so that guidelines on acceptable behavior are drawn up with the staff who know participants.
- agreeing what level of staff supervision and support will be needed for the particular group of participants and ensuring this level is available.
- ensuring that partner organisations understand that they must take responsibility for recruiting carefully from their own members or users, bearing in mind that young people are involved.
- ensuring that partner organisations take responsibility for dealing with any issues that arise with their members or users as the project progresses.
- partner organisations will be asked directly if they know of any reason why any of their adult members should not take part in a project with young people or children.
- When a project is being set up outside LB Tower Hamlets the designated child protection employee must be informed. She will research and record relevant contact details for Social Services in that area.

Preparing participants before they meet will include:

- working with young people on how to build safe relationships with strangers including older people, how to communicate with older adults, personal safety issues and comfort zones.
- devising and agreeing rules for appropriate behavior during the project which will include: discussion about private and public spaces in the venues and which ones participants may go into or use; and discussion about issues of confidentiality in relation to participants and supporting staff, including when it is right to break confidentiality.

Running and managing the project will include:

- establishing from the start ways of working which encourage and enable participants to raise with the group or leaders any concerns or discomforts they may have about the project or the older people.
- establishing from the start ways of working which encourage and enable artists and other staff to reflect on their own and one other's practice, building a thoughtful and critical approach to the work.

When the project ends

Magic Me projects offer a supportive and safe structure for young people and older people to come together. Projects are time limited. From the outset thought must be given to how a project will finish and how participants will say goodbye to one another, so that there is a sense of completion.

Magic Me cannot take responsibility for individual participants' safety or well-being once a project is over. Sometimes participating young or older people say that they would like to go on meeting. According to the circumstances one of the following scenarios will be appropriate:

- Magic Me works with the partner organisations to arrange a further project to support this.
- The partner organisations undertake to support and supervise a new phase of contact between young and older people.
- As part of the completion of the project the young participants are advised not to visit any of the older people, or the venue, unless accompanied by an adult e.g. A family member.

FOR FURTHER IDEAS & PRACTICAL HELP, please see the SAFEGUARDING CHECKLIST FOR PROJECT MANAGERS on the next page

9. SAFEGUARDING CHECKLIST FOR PROJECT MANAGERS

This list for Project Managers should serve as a check list for each new project or one-off event and be part of the Risk Assessment process for each project.

A. Partnership working with other agencies

- Letter of Roles and Responsibilities includes confirmation of arrangements for Safeguarding of Children and Vulnerable Adults, including:
 - Contact details for reporting concerns and issues relating to radicalisation of young people.
 - The vetting arrangements for any adults involved, including adult participants and whether or not they are vetted.
 - Selection criteria and support for children involved, to ensure wellbeing e.g. when a child has very limited English, is disabled or has special needs.
- When working outside Tower Hamlets, contact details of Local Area Designated Officer (LADO) and Safeguarding teams, including out of hours, should be added to the Project Risk Assessment.

B. Risk Assessment

- A Risk Assessment is done in liaison with partner staff e.g. teachers, and artists, so that all are aware of the reasons behind actions listed, using the agreed format.
- The Risk Assessment will include:
 - Assessing the roles of all those involved in the project, and what vetting of adults is required.
 - The right proportion of staff to children for any given activity.

C. Vetting staff, freelance artists, volunteers, students and participants

- Where any person paid or unpaid will have regular contact with participants, as detailed in DBS guidance, then an Enhanced DBS check is done. Where the role is defined by the DBS as needing to be checked on the DBS Barred lists, this will also be done. See here for details: <https://www.gov.uk/disclosure-barring-service-check/dbs-barred-lists>
- Until the DBS process is complete and their record found to be satisfactory by the Director, they may be allowed to join a project or activity, but the role they can take in relation to vulnerable adults will be assessed and carefully supervised.
- We will take up two personal references for all new staff, freelance artists and trustees. The Project Manager will assess each volunteer role to decide if references are needed.

D. Artists and staff leading projects have included in the project plans:

- Preparation of young people, including how to build safe relationships with adults, communication skills, personal safety and comfort zones.
- Agreeing a Group Contract which covers appropriate behaviour during the project sessions; outside the project sessions and when the project ends.
- A safe travel / walking route for a group who go out and rules of behaviour agreed with children. School staff are responsible for briefing Magic Me staff involved.
- Establishing a time and way for participating children to voice their feelings and any concerns about the project, including children-only reflection time.
- Referred to the *Magic Me Artists Handbook* for detailed guidance on best practice in creating a safe and supportive project environment.
- A good ending for the project and guidance on safe behaviour afterwards.

E. Photographs and video

- Have read & noted Magic Me's Policy on use of Photographs, including websites.

10. REVIEW & COMMENTS

This policy and procedures are to be reviewed every two years.

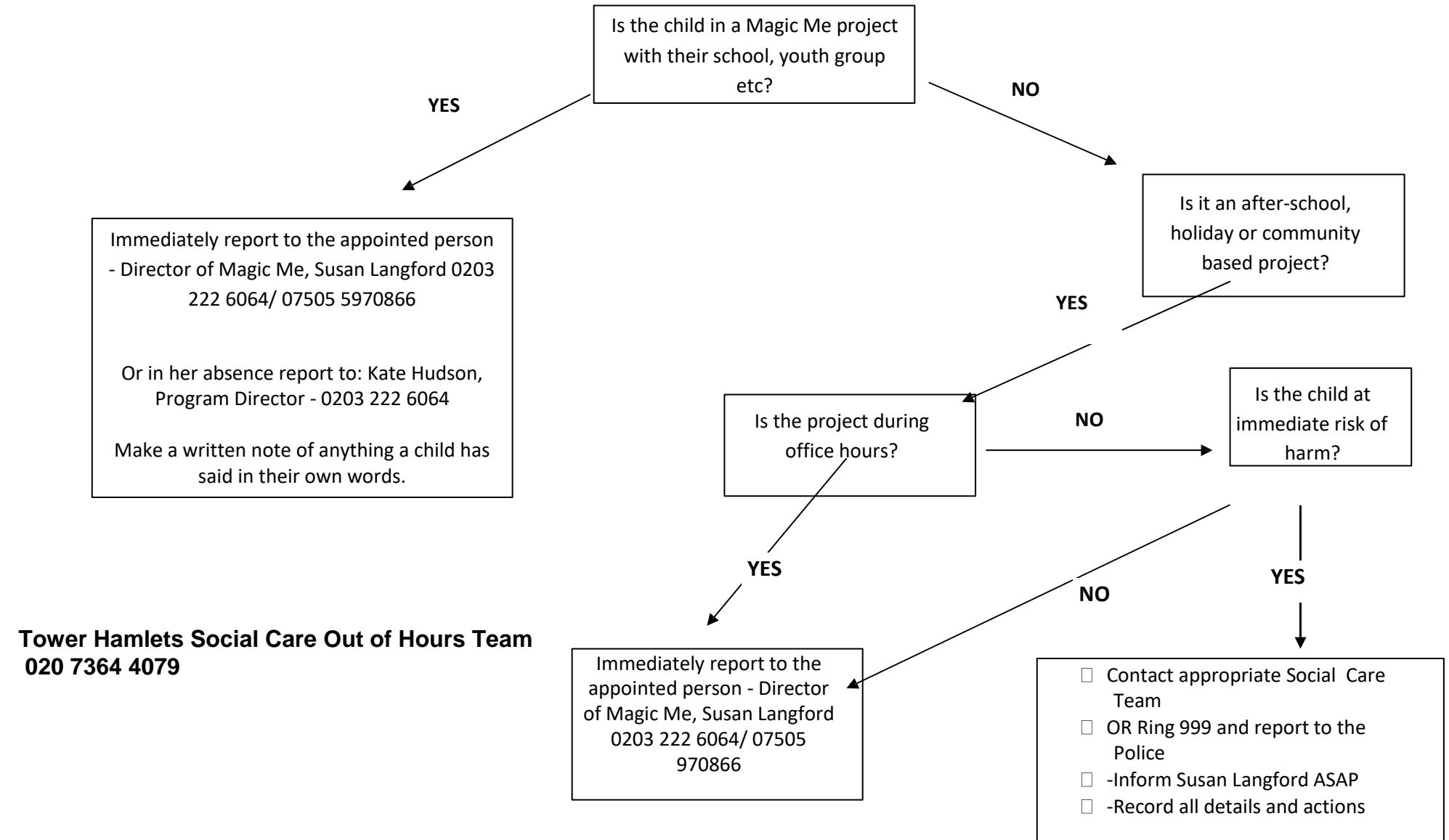
Date approved:	February 2015
Date reviewed or amended:	May 2020
Next review date:	30 th May 2022

It is important that we are all alert to the issues discussed in the policy. Please contact Susan Langford on 020 3222 6064 if you have any concerns, comments or suggestions relating to these procedures.

CONCERNED ABOUT A CHILD?

What to do next?

Appendix A flowchart



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APPENDIX B: DECLARATION to sign and return to Magic Me.

Magic Me Policy and Procedure for Safeguarding Children & Young People.

All Magic Me staff, artists, freelancers and volunteers are required to sign this document to confirm they have read, understood and agree with this policy and procedures.

Please tick to confirm you have read both documents that make up the policy and procedures, then sign to confirm you have read, understood and will abide with the policy and procedures.

I have read Magic Me's Policy Statement on Safeguarding Children & Young People (Pages 1 & 2)

I have read Magic Me's Procedure for Safeguarding Children & Young People (Pages 3 -20)

I have read, understood and agree to abide by this policy and procedures.

Name_____

Signed_____

Date_____

PLEASE SIGN AND DETACH THIS PAGE and return it to, General Manager, Magic Me, 18 Victoria Park Square, London E2 9PF. Thank you.

