



**Golden Jubilee
Foundation**

Document Number	BOARD-Policy-22
Name	Child Protection policy
Summary	Review of the GJF Board responsibilities for child protection
Associated documents	Relevant other documents
Target audience	All staff
Version number	3
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Review date	26 th August 2017
Date of full impact assessment	
Name of Board	National Waiting Times Centre
Approving committee/group	Equalities group Partnership Forum
Document author	Eleanor Lang

Golden Jubilee Foundation Values Statement

What we do or deliver in our roles within the Golden Jubilee Foundation (GJF) is important, but the way we behave is equally important to our patients, customers, visitors and colleagues. We know this from feedback we get from patients and customers, for example in “thank you” letters and the complaints we receive.

Recognising this, the GJF have worked with a range of staff, patient representatives and managers to discuss and promote our shared values which help us all to deliver the highest quality care and service across the organisation. These values are closely linked to our responsibilities around Equality.



Our values state that we will:

- Take responsibility for doing our own job well
- Treat everyone we meet in the course of our work with dignity and respect
- Demonstrate through our actions our commitment to quality
- Communicate effectively, working with others as part of a team
- Display a “can do” attitude at every opportunity.

Our policies are intended to support the delivery of these values which support employee experience.

1. Introduction and policy statement

Child protection is everyone's business and there is an opportunity for everyone to have a role in protecting children from abuse, or further abuse. Raising awareness in this area may help to stop further abuse by equipping staff with the correct knowledge and confidence to appropriately refer suspected cases when necessary, through the correct channels. Many subtle signs of child abuse may be noticed by or revealed to health staff in their course of contact with a child/ young person or family often through an unrelated reason. Studies suggest that the general population believe that health care professionals would know what to do and act if they suspected that something was wrong in relation to the welfare of a child.

There have been recent publications:

The Children and Young People (Scotland) Act 2014
National Guidance for Child Protection in Scotland 2014 (Scottish Government)
Getting it right for every child (GIRFEC 2012) (Scottish Government)
Core Competency Framework for the Protection of Children (NHSNES 2011)

There is a requirement for the Golden Jubilee Foundation (GJF) to have a child protection policy following guidance from the Scottish Government that all Health Boards should address this issue and raise staff awareness. This has been agreed by the GJF.

2. Scope

This policy applies to clinical and non clinical staff who may come across children/ young people as patients or as visitors on a regular basis as part of their working day; and should be applied / referred to, if staff have concerns about a child visiting or admitted to the hospital.

3. Definition of terms

Who is a child?

Within the Children and Young People (Scotland) Act (2014) a 'child' is defined as someone less than 18 years of age.

Physical abuse:

The causing of physical harm to a child or young person. (This also includes Fictitious Induced Illness)

Emotional abuse:

The persistent emotional neglect or ill treatment that has severe and persistent adverse effects on a child's emotional development. Emotional

abuse is occurs in all forms of abuse to some degree, but it may be a stand alone form of abuse.

Sexual abuse:

Any act that involves the child in any activity for the sexual gratification of another person whether or not it is claimed that the child either consented or assented.

Neglect:

The persistent failure to meet a child's basic physical and or psychological needs, likely to result in the serious impairment of the child's health or development.

4. **Content**

This policy describes a systematic approach to raising awareness (information and explanation) of child protection so that staff can develop the knowledge and confidence to report any concerns they may have, in the correct manner and using the correct procedure.

Procedure Details

- 4.1 Children and young people are mainly visitors to the GJNH, accompanied by adults. The hospital does not treat children under the age of 14 years. On rare occasions children and young people may be patients or out patients to the hospital.
- 4.2 If a member of staff believes that a child has been abused, they should initially discuss what they have seen and or heard with their Line Manager or the Senior Nurse. If the Line manager or Senior Nurse feels that there is a potential issue she/he will discuss this concerns with the family member, highlighting the concerns that have been brought to their attention. The Line Manager/ Senior Nurse should then describe their professional obligation to report these concerns to the child protection agencies where this is believed appropriate. When making a referral to Social work it is best practice to inform the parents/carers of you intention and seek their consent, however if you fell that it would put the child, yourself or a 3rd party at risk it is not necessary to obtain consent.
- 4.3 Please see appendix 1 on guidelines for a child protection issue
- 4.4 All clinical areas will have an information pack including relevant child protection documents.

5 **Monitoring and Effectiveness**

The policy will be monitored through the Equalities group.

6 Equality Impact assessments

This policy complies with the age equality guidelines.

References

National guidance for Child Protection in Scotland 2014 (Scottish government)
Getting it right for every child (GIRFEC 2012) (Scottish government)

Core Competency Framework for the Protection of Children (NHSNES 2011)
'It's Everyone's Job to make sure I'm Alright'- Report of the Child Protection
Audit and review' 2002, Scottish Executive

'Protecting Children and Young people: Framework for Standards' 2004
Scottish Executive

www.childprotectionscotland.org

Appendices

appendix 1 what to do if concerns over a child- contact phone numbers

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