

Rock Up Ltd supports the rights of all individuals to be respected and to enjoy personal safety and security at all times.

We recognise the following forms of abuse:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Neglect
- Bullying

All full time and part time staff will have a current (within 3 years) DBS disclosure. All staff (full time and part time) will have to read and sign this document to show that they have read and understood Rock Up Ltd's child protection stance which they must adhere to.

These procedures will be reviewed annually.

The Staff / Client relationship.

Rock Up supplies staff and equipment to cater for a range of indoor climbing challenges and team building.

Rock Up clients include: schools, youth groups (statutory and voluntary), HM forces, prison services, social clubs and families.

All groups of young people will come with a teacher or group leader. The teacher/group leader will be responsible for all of the children in that group and is the point of contact between the group and the staff from Rock Up.

The teacher/group leader is responsible for the conduct, behaviour and well-being of their children at all times, assisted by the staff supplied by Rock Up.

If a member of staff has concerns about the behaviour of any of the children this matter must be referred to the teacher/group leader immediately.

Concerns, disclosure and allegations.

Upon receiving any disclosure, seeing anything of concern or hearing an allegation, staff are to:

- Receive all disclosures and allegations without making judgments.
- Record information if at all possible.
- Inform the teacher/group leader at the first opportunity.

If an allegation involves the teacher/group leader, it may be appropriate to inform the group's parent organisation, any other adults present or the police.

The staff should never promise confidentiality when receiving a disclosure or hearing an allegation. It may be appropriate to say 'I will need to share this information with the teacher/group leader'.

Conduct and Guidelines.

We work to the guidelines below.

If a member of staff breaks any of these guidelines, whether intentionally or inadvertently he / she will immediately inform the teacher/group leader/parent the reasons for it and any other circumstances.

The teacher/group leader/parent will then have the option of accepting the reasons; terminating the activity or taking any other actions they may feel appropriate.

Guidelines:

- There should always be a minimum of two instructors onsite at all times.
- Staff should not be involved in supervising: - toilets, showering or changing with young people. This is the role of the teacher/group leader/parent.
- Staff should never be in a room alone with a single young person.
- Staff should never be involved in any sexually explicit or provocative conversation with a young person or any other subject matter that might be deemed to be unsuitable or unacceptable.
- Staff should keep contact with children to a minimum during the Rock Up session. Some contact is required when harness fitting and clipping children in and out of the safety systems.
- Staff should ensure that all grievances or complaints are dealt with promptly.

Some activities involve very close contact between instructor and client:

- Spotting or supporting a climber
- Rescuing a child/participant who is having difficulty during a climb.
- Reassuring clients when pushing themselves to their limits.
- Fitting safety equipment including climbing harness and body harnesses.

The staff should ensure that other adults are present at all times and the young person has the choice to opt out of the activity.

Remember

We should watch each other and highlight any actions that could be misunderstood.

Follow the procedures above and do not simply rely on your good name to protect you.