



## Therapy in Praxis

The Old Stables and Granary  
York, YO60 7NS

Thwaites Barn  
Harrogate, HG3 1EQ

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[www.hcpc-uk.org](http://www.hcpc-uk.org)

### **THERAPY IN PRAXIS**

#### **CHILDREN AND VULNERABLE PERSONS**

#### **SAFEGUARDING AND PROTECTION POLICY 2014**

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Therapy in Praxis Limited is fully committed to safeguarding the welfare of all children, young people and vulnerable adults. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children, young people and vulnerable adults from harm, abuse and exploitation.

All employees will endeavour to work together to encourage the development of an ethos, which embraces difference and diversity and respects the rights of children, young people and adults.

Therapy in Praxis will:

- ensure that all staff understand their legal & moral obligations to protect children, young people & vulnerable persons from harm, abuse & exploitation
- develop best practice in relation to the recruitment of all staff
- ensure that all staff understand their responsibility to work to the standards and procedures detailed in the organisation's Code of Conduct, & Child & Vulnerable Persons Protection Policy
- ensure that all staff understand their obligations to report care or protection concerns about a child/ young person/vulnerable persons, or a worker's conduct towards a child/young person to the Practice Principal as protection designate
- ensure that all procedures relating to the conduct of staff are implemented in a consistent and equitable manner
- ensure that the designated person understands his/her responsibility to refer any child/young person/ protection concerns to the statutory child protection agencies (i.e. Police and/or Social Work/Case Manager)
- provide opportunities for all staff to develop their skills & knowledge particularly in relation to the care & protection of children/young person
- ensure that children /young person are enabled to express their ideas & views on a wide range of issues & will have access to the organisation's Complaints Procedure
- ensure that parents/carers are encouraged to be involved in therapy & are supported by appropriate guidelines & procedures



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- endeavour to keep up-to-date with national developments relating to the care & protection of children/young person.

### **Main Principles**

1. The child's welfare is paramount
2. All children, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity, have the right to protection from abuse.
3. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
4. The abuse of children is an abuse of their rights as set out in the UN Convention on the Rights of the Child.
5. Child abuse is never acceptable.
6. Anyone under the age of 18 years should be considered a child for the purposes of this document.

Therapy in Praxis Limited recognises its legal duty to work with other agencies in protecting children from harm and responding to child abuse. To this end:

- Therapy in Praxis staff seek to adopt an open and accepting attitude towards children as part of their responsibility for pastoral care. Children's worries and fears will be taken seriously of they seek help from a member of staff.
- If Therapy in Praxis Limited staff have significant concerns about any child which may indicate physical abuse, emotional abuse, sexual abuse, or neglect, they should immediately inform the Clinical Director or Senior Staff member who will liaise with the relevant authorities.
- Therapy in Praxis Limited staff will not, however, carry out investigations, nor decide whether children have been abused. That is a matter for specialist agencies.
- Therapy in Praxis Limited will ensure that bullying is identified and dealt with so that any harm caused by another person can be minimised. All children will be encouraged to show respect for others and take responsibility for protecting themselves.
- Parents and other responsible adults can feel confident that careful procedures are in place to ensure that all staff appointed are suitable to work with children. All staff are enhanced



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CRB checked. Two references are always taken up, at least one of them regarding previous work with children.

- In the unlikely event that it is necessary to use physical force to protect a child from physical injury, to prevent a child from harming others, or if any child is injured accidentally, parents and/or the relevant authorities will be informed immediately. Children will not be punished on a Therapy in Praxis Limited intervention session by any form of hitting, slapping, shaking or other degrading treatment.
- The high staff to client ratio that Therapy in Praxis Limited always tries to operate will in itself provide a degree of protection both to children, parents and to staff.
- If, during a session or activity, a child is accidentally hurt, the child seem distressed in any manner, appears to be sexually aroused by the actions of a member of staff, or misunderstands or misinterprets something they have done, the member of staff will report any such incident to the Clinical Director or Senior Staff Member as soon as possible and write a report in the Incident Report File. If appropriate, parents and/or staff from the relevant organisation will be informed of the incident.

### **Good Practice Guidelines Adopted by Therapy in Praxis**

Because of the infinite variety of situations that occur when working with children in a variety of contexts this cannot be a comprehensive list. However, we always aim to work to the following principles;

- Always be publicly open when working with children
- Develop protocol with parents regarding situations where you are working on a one to one basis with children where you are not be seen by others.
- Maintain an open door policy or line of sight with others, when in any building with a small number of children.
- Where possible, avoid taking children alone in a car/pick-up. Where this is unavoidable ensure that it is with the full knowledge and consent of the parent and/or the staff of the relevant organisation.
- In situations where you need to carry out hygiene practices, etc., try to use same sex staff to assist.

Therapy In Praxis Limited staff will never:



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- Engage in sexually provocative games
- Allow or engage in inappropriate touching of any form
- Allow the use of inappropriate language unchallenged
- Make sexually suggestive comments to a child even in fun
- Let allegations a child makes go unchallenged, unrecorded, or not acted upon
- Do things of a personal nature that children can do for themselves
- Maintain any inappropriate contact with a child after session intervention[s] have ended (the office address and phone number is the only point of contact).