



CHILD PROTECTION AND VULNERABLE PERSON POLICY

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INTRODUCTION:

This document is the Child Protection and Vulnerable Person Policy for eXXpedition CIC, which will be followed by all members of the organisation, and followed and promoted by those in positions of leadership within the organisation.

eXXpedition is a Community Interest Company focused on highlighting the devastating impact single-use plastic is having on our planet's oceans, ecosystems and on human health. Part of the organisation's outreach involves events attended by the general public, including children and vulnerable persons.

ONE: CHILD PROTECTION AND VULNERABLE PERSON POLICY

It is eXXpedition's policy to safeguard young people and vulnerable persons from harm, physical, sexual, emotional abuse and neglect by:

- Making the health and welfare of young people and vulnerable persons our first priority;
- Taking into account in all its considerations and activities, the interests and well being of young people;
- Respecting the rights, wishes and feelings of the young people and vulnerable persons with whom it is working;
- Taking all reasonable steps to protect young people and vulnerable persons from harm;
- Promoting the welfare and protection of young people and vulnerable persons.

It is the primary responsibility of all volunteers of the eXXpedition to safeguard the welfare of children and vulnerable persons regardless of gender, religion, race, ability, sexuality and social background by protecting them from any form of physical, emotional and sexual abuse or neglect.

All children and vulnerable persons have the right to protection from all forms of abuse and harm when engaged in eXXpedition activities and when in contact with members of eXXpedition.

All volunteers of eXXpedition have a duty of care, which makes them responsible both for safeguarding children and vulnerable persons from harm, and for responding swiftly and appropriately when suspicions or allegations of inappropriate behaviour arise.

eXXpedition aims to ensure that all children and vulnerable persons are kept safe from harm while they are in our care by:

- Providing parents and children, carers and vulnerable persons with information about what we do and what they can expect from us;
- Making sure that all eXXpedition crew and guest crew are carefully selected and given training appropriate to their roles;
- Providing a means for children, parents, carers and vulnerable persons to report their concerns if there is anything they are not happy about;
- All crew will always interact in public spaces and children (and, where relevant, vulnerable persons) will always be supervised by a parent/ guardian;
- Establishing the correct ratios of volunteers for best practice. Children and vulnerable persons will never be left alone with one adult;
- Developing a culture of thinking safely and acting safely.

TWO: PREVENTING ABUSE

Responsibilities of all eXXpedition CIC volunteers

Safeguarding the welfare of children and vulnerable persons and protecting them from harm is every employee and volunteer's responsibility. Children and vulnerable persons will and should see volunteers as people they can trust and from whom they can seek help.

You must do something if:

- A child or vulnerable person tells you, or shows signs that, he or she is being abused in any way
- You are concerned about the welfare or safety of any child or vulnerable person
- You are concerned about unsafe practice
- You receive an allegation of abuse about yourself or any other person.

Employee and volunteer duty to speak out

Any form of child or vulnerable persons care concern is an exception to the normal eXXpedition requirement on other issues to follow the routine chain of command. Every volunteer is required to report any suspicions of abuse or harm concerning a child, young person or vulnerable person, whether it is inside or outside the organisation. No one should feel, or be made to feel uncomfortable, bullied or intimidated by doing so or be coerced into not reporting them.

Freedom to speak out

Children and vulnerable persons should feel comfortable and free to report, at any time, any care concerns within or outside eXXpedition to any volunteer or employee, and all volunteers

and employees should create a culture within the unit to ensure that they are aware they can speak about concerns and feel comfortable in doing so – they must have confidence they are being listened to.

Vulnerable adults, who have autonomy and are not supervised, should be consulted on all actions before they are taken.

THREE: PROCEDURES & GOOD PRACTICE

eXXpedition will provide direct employees and volunteers with a copy of this document for their reference, and it will be available to other stakeholders on request.

Volunteers and employees must take any allegation or concern about welfare seriously and act immediately in accordance with the eXXpedition reporting procedures detailed below.

eXXpedition employees and volunteers will recognise that every child or vulnerable person is an individual and must be treated with consideration and respect. Any influencing factors in communication, such as disability or cultural expectations, must be taken into account and dealt with sensitively, while acting in the best interest of the individual at all times.

Reporting procedures

Any concerns about the welfare of a young person or vulnerable person, or allegations of abuse should be reported immediately by employees or volunteers to their Mission Leader AND the police or, in the absence of a Mission Leader, the nearest person of authority AND the police.

As well as the report written by the police, an internal report detailing the events surrounding the incident will be produced by the Mission Leader and kept in eXXpedition's files.

eXXpedition Mission Leaders must ensure that any non-compliance with the eXXpedition child and vulnerable person protection arrangements are dealt with appropriately and, where necessary, reported to the eXXpedition directors and the police.

FOUR: PHOTOGRAPHY AND FILMING

eXXpedition recognises that some of the potential risks of photography and filming at events where children and vulnerable persons are in attendance includes:

- children and vulnerable persons may be identifiable when a photograph is shared with personal information
- direct and indirect risks to children, young people and vulnerable persons when photographs are shared on websites and in publications with personal information
- inappropriate photographs or recorded images of children or vulnerable persons
- inappropriate use, adaptation or copying of images.

eXXpedition employees and volunteers should understand the following to be the photography policy:

- do not use children or vulnerable persons names in photograph captions. If a child is named, avoid using the photograph

- obtain verbal consent from a parent, guardian or carer for a child or vulnerable person to be photographed and videoed (use consent forms where appropriate)
- obtain the child and vulnerable person's permission to use their image. This ensures that they are aware the photograph is being taken and what it will be used for
- only use images of children or vulnerable persons in suitable clothing to reduce the risk of inappropriate use. Some activities, for example swimming, present a much greater risk of potential misuse
- Images used online accompanied by personal information, such as the name of a child and their hobby, could be used to learn more about an individual prior to grooming them for abuse
- do not allow photographers unsupervised access to children or vulnerable persons
- do not approve photography sessions outside the event or at a child or vulnerable person's home.

eXXpedition will ensure that parents, carers, family members and others have access to the policy, via the eXXpedition website.

Support and Advice

Employees and volunteers can find more information on child protection policies and the law on the NSPCC website: <https://www.nspcc.org.uk/preventing-abuse/child-protection-system/>.

Any questions about the eXXpedition Child Protection and Vulnerable Person Policy should be sent to info@exxpedition.com.