



# **Safeguarding Induction, Training, Supervision and Support Policy**

**March 2021**

**Review Date: March 2022**

# Induction, Training, Supervision and Support Policy

## 1. Introduction

This policy describes the process of induction, training, supervision and support to volunteers at The Oakes Holiday Centre

The safety and wellbeing of children, young people and adults is our top priority, and we take all reasonable and sensible measures to ensure that our volunteers are properly and appropriately inducted, trained, supervised and supported in regards to child protection and safe practice.

We operate an Induction, Training, Supervision and Support policy which ensures that all our volunteers are committed to safeguarding and promoting the welfare of children, young people and adults.

## 2. Induction

The Oakes Holiday Centre makes sure any new volunteer has read and understood:

- Our Safeguarding and Child Protection policies and procedures;
- Role boundaries and professional propriety;
- Individual safeguarding responsibilities, including what to do should concerns about the welfare of any young person arises; and whistle blowing;
- Provision of the name, contact details and responsibilities of Lead/Deputy Safeguarding Officer(s) within The Oakes Holiday Centre;
- Provision of a copy/access to any code of conduct or practice standards available to volunteers within The Oakes Holiday Centre;
- Undertaking a training needs analysis for future safeguarding/role related training;
- How to spot the signs that a child may be experiencing abuse;
- How to respond appropriately if a child makes a disclosure about abuse;

## 3. Training

All volunteers should have basic child protection training and awareness that equips them to recognise and respond to child welfare concerns. All volunteers should receive initial basic training before their first camp as a volunteer. All full time volunteers will undergo safeguarding training with Thirtyone:eight.

All full time volunteers at The Oakes Holiday Centre will undertake refresher child protection training every two years to reflect and improve on any child protection practices and keep safeguarding at the front of their minds.

As well as basic safeguarding training, the Lead Safeguarding Officer and the Deputies will receive specific training in their role and other relevant multi-agency training courses.

Everyone will be kept up to date with any changes that are made to The Oakes Holiday Centre's Safeguarding and Child Protection policies and procedures.

#### **4. Supervision**

Supervision is of particular importance in areas that provide services to children and young people because it enables The Oakes Holiday Centre to ensure the team is clear about our professional standards, boundaries, organisational objectives and expectations.

It also enables volunteers to raise concerns or difficulties, reflect on their own practice, and identify and access continuing professional development.

Supervision is part of a continuum that begins with induction and continues as part of the performance management and staff development process.

#### **5. Support**

All volunteers at The Oakes Holiday Centre should feel fully supported. However if there is a need for further support the Lead Safeguarding Officer, Deputy Safeguarding Officers, and Lead Trustee for Safeguarding will provide support to any volunteer who may need it.

Date: 12<sup>th</sup> April 2021

Signed: Anthony Fisher

Position: Chair of Trustees