



Porridge and Rice

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charity number 1155841

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Porridge and Rice Safeguarding Policy

Porridge and Rice partner schools are involved in educating children and young people presenting a wonderful opportunity for teachers, trustees, committee members, volunteers and anyone working on behalf of Porridge and Rice to be positive role models helping pupils develop confidence and realise their potential. This opportunity carries with it responsibilities that all people working with and for Porridge and Rice and its partner schools must uphold as outlined in the Porridge and Rice Safeguarding Policy.

This policy:

- a. applies to all persons including the teachers, trustees, committee members, volunteers and anyone working on behalf of Porridge and Rice;
- b. recognises that the welfare and interests of children and young people in Porridge and Rice partner schools are paramount in all circumstances and at all times ; and
- c. aims to ensure that all children and young people have a positive and enjoyable experience at school in a safe, child-centered environment, protected from abuse whilst under the care of the schools or participating in charity-led activities.

All volunteers and staff are expected to:

- Ensure the safety of all children by providing effective supervision, proper planning of lessons, and paying attention to safety at all times.
- Consider the wellbeing and safety of pupils before their academic achievement.
- Encourage and guide pupils to accept responsibility for their own performance, achievements and behaviour.
- Treat all young people fairly and ensure they feel valued.
- Have no favourites.
- Encourage all children not to discriminate on the grounds of religious beliefs, tribe, ethnicity, gender, sexual orientation or physical ability.
- Not allow any rough or dangerous play, bullying, or the use of inappropriate language or behaviour.
- Appreciate the efforts of all young people.
- Never exert undue influence over pupils for their own benefit or reward.
- Be positive, approachable and offer praise in response to appropriate achievements.
- Never let any allegations of abuse of any kind or poor practice to go unchallenged or unrecorded.
- Never punish pupils in such a way that will humiliate or harm them.
- Never smack or beat a child or threaten to do so.
- Know what to do in the case of a medical emergency.

- Encourage team work to ensure the safety of pupils in their care.
- Never abuse pupils physically, emotionally, sexually or threaten to do so.
- Not engage in a sexual relationship with a young person or any persons under their care or the care of the school/charity.
- Maintain confidentiality about sensitive information.
- Respect and listen to the opinions of young people.
- Develop an appropriate working relationship with pupils, based on mutual trust and respect.
- Be a role model, displaying consistently high standards of behaviour and appearance (disciplined/committed/time keeping), remember children learn by example.
- Refrain from smoking and consumption of alcohol during school hours.
- Never condone rule violations, rough play or the use of prohibited substances.
- Not spend excessive amounts of time alone with individual children. Volunteers should never be alone with a school child.
- Never take children to their own home.

In accordance with Kenyan Law

- No child shall be subjected to discrimination on the ground of origin, sex, religion, creed, custom, language, opinion, conscience, colour, birth, social, political, economic or other status, race, disability, tribe, residence or local connection.
- A child shall be entitled to protection from the threat of and actual physical or psychological abuse or neglect.
- A child has the right to protection from any form of exploitation including sale, trafficking or abduction by any person.
- Any child who becomes the victim of abuse shall be accorded appropriate treatment and rehabilitation.
- No person shall subject a child to female circumcision, early marriage or other cultural rites, customs or traditional practices that are likely to negatively affect the child's life, health, social welfare, dignity or physical or psychological development.
- A child shall be protected from sexual exploitation and use in prostitution, inducement or coercion to engage in any sexual activity, and exposure to obscene materials.
- Every child shall have the right to privacy, subject to parental guidance.

Staff and volunteers have the right to:

- Access ongoing training and information on all aspects of teaching, particularly the safeguarding of young people.
- Support in the reporting of suspected abuse or poor practice.
- Access to professional support services.
- Fair and equitable treatment by the Porridge and Rice leadership.
- Be protected from abuse by children/youths, other adult staff, volunteers and parents.
- Not be left vulnerable when working with children.

Any minor misdemeanours and general misbehaviour will be dealt with immediately and reported verbally to the designated person. Serious or persistent breaches of the code will result in disciplinary action and could lead to dismissal from the school or charity. Dismissals can be appealed, with final decisions taken by the charity committee in accordance with the disciplinary procedures.