



## Child Remediation Policy in the Workplace

### Introduction

This Child Remediation Policy outlines the responsibilities and procedures for addressing and remediating situations where a child has been subject to harm, neglect, or abuse within the workplace environment. This policy applies to any workplace where children may be present, either as visitors, dependents of employees, or as part of workplace programs (such as internships, work experience, or childcare facilities provided by the employer). The policy is designed to comply with UK laws and guidelines, including the Children Act 1989, the Safeguarding Vulnerable Groups Act 2006, and Working Together to Safeguard Children 2018.

### Scope

This policy applies to all employees, contractors, and volunteers within The ViperCo Group Limited who may come into contact with children in the course of their work. It covers situations where children are present on workplace premises or involved in any work-related activity, whether directly organized by the company or indirectly connected through third-party providers.

### Policy Statement

The organization is committed to ensuring the safety, well-being, and protection of all children who come into contact with the workplace. This policy provides a framework for responding to incidents involving children, ensuring that any issues are addressed promptly and in accordance with UK law.

### Legal Framework

This policy is guided by the following UK legislation and guidance:

- **Children Act 1989:** Establishes the primary duty of care towards children.
- **Children and Families Act 2014:** Focuses on safeguarding and the welfare of children.
- **Working Together to Safeguard Children 2018:** Provides statutory guidance for safeguarding children.
- **Education Act 2002:** Includes responsibilities for safeguarding within educational settings that may overlap with workplace training programs.
- **Safeguarding Vulnerable Groups Act 2006:** Establishes a vetting and barring scheme for individuals working with children.

### Key Principles

1. **Best Interests of the Child:** The child's welfare is paramount, and all actions will be taken with their best interests in mind.
2. **Safeguarding:** The organization will take all necessary steps to protect children from harm, abuse, and neglect within the workplace.
3. **Confidentiality:** Information related to any incidents involving children will be handled with strict confidentiality, in compliance with data protection laws.





4. **Zero Tolerance:** The organization maintains a zero-tolerance approach towards any form of abuse or harm towards children in the workplace.
5. **Proactive Prevention:** The organization will take proactive steps to prevent harm, including risk assessments, employee training, and establishing safe environments.

## Procedures

### 1. Identification and Reporting of Concerns

- Any employee, contractor, or volunteer who has concerns about the safety or well-being of a child within the workplace must report these concerns immediately to the Designated Safeguarding Officer (DSO).
- The DSO is responsible for assessing the situation and deciding on the appropriate course of action, which may include notifying external authorities.

### 2. Immediate Protection Measures

- If there is an immediate risk to the child, the DSO will take all necessary actions to protect the child, including contacting the police or local authority if required.
- The child may be removed from the environment or activity that poses a risk, and the parent or guardian will be informed unless it is believed that doing so would place the child at further risk.

### 3. Investigation Process

- The DSO will conduct an initial investigation to gather relevant facts and determine whether further action is needed.
- If the situation warrants, the DSO will refer the matter to the local safeguarding children board or other appropriate authorities.
- All investigations will be carried out with sensitivity, ensuring the child's privacy and dignity are maintained.

### 4. Support for the Child

- The organization will provide appropriate support to the child, which may include counselling services, medical assistance, or referrals to external support agencies.
- Where the child is an employee's dependent, the organization will work closely with the family to ensure the child receives the necessary support.
- If the child has been involved in harmful behaviour, the organization will develop a behaviour management plan in consultation with relevant professionals.

### 5. Monitoring and Follow-Up

- The DSO will monitor the situation closely and review the effectiveness of the remediation measures.
- Regular follow-ups will be conducted to ensure the child's safety and well-being are maintained.
- Documentation of the incident and actions taken will be securely stored in compliance with data protection laws.

### 6. Employee Training and Awareness

- All employees, contractors, and volunteers will receive regular training on safeguarding children, recognizing signs of abuse, and the correct procedures for reporting concerns.
- The organization will ensure that all staff understand their responsibilities under this policy and the importance of maintaining a safe environment for children.

### 7. Risk Assessment and Mitigation





- The organization will conduct regular risk assessments in areas where children may be present, including offices, childcare facilities, and during events.
- Appropriate measures will be implemented to minimize risks, such as secure access controls, supervision protocols, and environmental safety checks.

#### 8. Parental Involvement

- Where appropriate, parents or guardians will be involved in the remediation process and kept informed of any actions taken.
- The organization will respect the wishes of the parent or guardian unless this conflicts with the best interests of the child.

#### Record Keeping

- All records of incidents, investigations, and actions taken under this policy will be securely stored and maintained in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.
- Records will be retained for a period in line with legal requirements and may be shared with relevant authorities if necessary.

#### Review and Compliance

- This policy will be reviewed annually or following any significant changes in legislation or guidance.
- Compliance with this policy will be monitored regularly, and any breaches will be addressed promptly and effectively.

#### Contact Information

For any concerns, questions, or further information regarding this policy, please contact the Designated Safeguarding Officer at Adam Poules @ The ViperCo Group Limited .

#### Conclusion

The organization is dedicated to ensuring the safety and well-being of all children who come into contact with the workplace. By adhering to this policy, the organization aims to provide a secure and supportive environment that upholds the rights and safety of children.

