



1. PURPOSE AND SCOPE

At Children First our ambition is for every child and baby in Scotland to be safe, loved and well with their family network. As a charity we offer emotional, practical, and financial support to help families to put children first and campaign to uphold the rights of every child. Children First is committed to protecting all children by preventing harm through abuse, neglect, trauma and online harm. We will promote their wellbeing by respecting, protecting and fulfilling children's human rights.

Our culture and values underpin our approach to protecting children. Our child wellbeing and protection framework underpinned with our relational trauma-informed approach supports all colleagues to understand their responsibilities and Children First's expectations.

Our Child Wellbeing and Protection procedure details the action which all colleagues should take when there is a concern for a child's wellbeing or protection.

This incorporates five stages:



We BELIEVE that children can be kept safe when:

- We respect, protect and fulfil their human right to be protected from harm.
- Preventing and protecting children from harm is our priority and is everyone's responsibility.
- We adopt child-centred practice which prioritises children's safety and is family-minded, actively supporting families in a way that protects children from harm whilst meeting children and families' wellbeing needs.
- We protect and promote children's key attachments by building and modelling safe, respectful, and trusting relationships.
- We provide early practical, financial and emotional support.
- We connect with the unique experiences of each individual child and the people who care for them.
- We get to know children and the people who care for, and are important to them, understanding and valuing their strengths and challenges.

We WILL ensure that:

- The rights of children are prioritised in everything we do.
- We are vigilant at all times to the individual needs and experience of children.
- The participation of children and families is actively promoted, their voices listened to and influences everything we do.
- We consider the strengths, needs and risks in the child's world including relationships within and beyond the family.
- We maintain compassionate and respectful relationships with all those we support.
- We are transparent and accountable in our response to concerns.

- Children and families understand their rights and know how to get help.
- We work together with families, communities and partners.
- We acknowledge the potential for poverty, racism, discrimination and bias to compound adversity and challenge discrimination in all its forms.
- Child wellbeing and protection procedures are in operation and all colleagues are aware of these.
- Everyone understands their roles and responsibilities in child wellbeing and protection.
- Proportionate action is taken in the event of a child wellbeing or protection concern.
- Mandatory training and ongoing learning opportunities are provided to enable all colleagues to understand and fulfil their child wellbeing and protection responsibilities.
- We promote individual and shared accountability together with our colleagues and partners.
- Effective support and supervision are regularly and consistently provided for all colleagues.
- Accurate and respectful records of all child wellbeing and protection concerns are maintained and stored in a confidential and secure manner.
- Recruitment and selection of all colleagues is safe with required checks being made.
- We actively listen and learn to continually improve the quality of everything we do.

2. CONTEXT

As a third sector organisation, the Children First approach to child wellbeing and protection is set within both the Scottish Government's National Framework (including [Getting It Right for Every Child](#) and [The Promise](#)) and the [United Nations Convention on Rights of the Child](#).

Our Child Wellbeing and Protection procedures are fully aligned with [National Guidance for Child Protection in Scotland \(2021 Updated 2023\)](#) and relevant legislation.

Our Child Wellbeing and Protection Quality Standard forms the foundation of our day-to-day work.