



The Science Camp – Child Safeguarding Policy

1. Policy Statement

The Science Camp is committed to creating and maintaining a safe, supportive, and positive environment for all children in our care. We prioritise the protection and welfare of every child, recognising that every child has the right to be safe, valued, and respected.

This policy applies to all staff contracted by The Science Camp, including volunteers and interns.

2. Legal Framework

This policy is informed by the following child safeguarding legislation and guidance:

United Kingdom:

- Children Act 1989 and 2004
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (KCSIE) 2023
- United Nations Convention on the Rights of the Child (UNCRC)

The Netherlands:

- Wet op de jeugdzorg (Youth Care Act)
- Wet op de meldcode huiselijk geweld en kindermishandeling (Reporting Code of Domestic Violence and Child Abuse Act)
- Dutch Civil Code (Burgerlijk Wetboek) – General Child Protection Obligations
- VOG (Verklaring Omtrent het Gedrag – Certificate of Conduct) requirements for those working with children

3. Safeguarding Principles

We are guided by the following principles:

- Prevention – Safeguarding is embedded into all planning and practice.
- Protection – All children must be protected from abuse, harm, and exploitation.
- Accountability – Clear roles and responsibilities are in place for safeguarding.
- Partnership – We collaborate with parents, schools, and relevant authorities.
- Empowerment – Children are encouraged to speak up, ask questions, and express concerns.



4. Roles and Responsibilities

All Contracted Staff, Volunteers, and Interns must:

- Read, understand, and sign this Child Safeguarding Policy.
- Abide by The Science Camp Code of Conduct and Child Safety Code of Conduct.
- Report concerns regarding a child's safety or well-being immediately to The Science Camp Management.
- Complete required safeguarding training.
- Hold a valid VOG certificate before commencing work with children.

Designated Safeguarding Leads (DSLs):

- The Science Camp Manager
- The Science Camp Founder

Responsibilities:

- Coordinate safeguarding concerns and reports.
- Act as the main points of contact with external safeguarding authorities.
- Ensure all staff are trained and kept updated on safeguarding procedures.

5. Safe Working Practices

All staff must:

- Never be alone with a child under the age of 4.
- Maintain appropriate physical and professional boundaries at all times.
- Use phones solely for work purposes when photographing children, and only with prior parental consent.
- Never share or post images of children on personal or public platforms.
- Delete all child-related images from personal devices once shared with The Science Camp.
- Never use corporal punishment, threats, or demeaning language.

6. Reporting and Responding to Concerns

If a staff member has any concern about a child's safety or wellbeing—including suspected neglect, abuse, or inappropriate behaviour—they must:

1. Report Immediately to The Science Camp Management.
2. Record the Concern, including:
 - The child's name and details
 - Nature of the concern
 - Date, time, and specific incident details
 - Actions taken

Important: Never promise confidentiality to a child. Reassure them that they will be supported and that steps will be taken to ensure their safety.



7. Confidentiality and Data Protection

- All personal data is managed in compliance with GDPR and Dutch data protection laws.
- Safeguarding concerns and related records are confidential and only shared on a strict need-to-know basis.

8. Recruitment and Vetting

- All staff must provide a valid VOG certificate prior to beginning work.
- The recruitment process includes interviews, reference checks, and safeguarding declarations.

9. Training and Induction

- All staff receive safeguarding training during the onboarding process.
- Annual refresher training is mandatory.
- Staff must also familiarise themselves with the safeguarding protocols of any schools they work with.
- Where required, staff must complete online safeguarding certifications to meet international or school-specific standards before beginning work.

10. Policy Review

This policy will be reviewed annually or following any significant changes in safeguarding legislation, guidance, or internal incident reviews.

11. Declaration

All contracted staff, volunteers, and interns must read and sign the following documents:

- The Science Camp Code of Conduct
- The Child Safety Code of Conduct
- This Child Safeguarding Policy

By signing, staff acknowledge that they understand and agree to comply fully with the practices and principles outlined in this policy.