

## **Child Safety and Protection Policy at Blackstrap Youth Camp**

### **1. Introduction:**

1.1 Blackstrap Youth Camp is dedicated to providing a safe and secure environment for children and workers. This policy outlines our commitment to child safety and protection, establishing procedures to safeguard the well-being of all camp participants.

### **2. Scope:**

2.1 This policy applies to all staff members, volunteers, contractors, and anyone involved in activities or programs at Blackstrap Youth Camp.

2.2 It encompasses measures for preventing, identifying, and responding to potential risks to children's safety and well-being.

### **3. Child Protection Principles:**

3.1 Blackstrap Youth Camp adheres to the following principles to ensure the safety and protection of children:

- a) Zero tolerance for any form of abuse, neglect, exploitation, or harm against children.
- b) Respect for children's rights, dignity, and individuality.
- c) Promotion of open communication and transparency in all interactions with children.

### **4. Screening and Selection of Personnel:**

4.1 All staff members must undergo thorough background checks, including criminal record checks and reference verifications, before being permitted to work with children.

4.2 Training on child protection policies, procedures, and mandatory reporting requirements shall be provided to all personnel prior to their engagement with children.

### **5. Supervision and Monitoring:**

5.1 Adequate supervision shall be maintained at all times to ensure the safety of children participating in camp activities.

5.2 Staff-to-child ratios shall adhere to established guidelines to facilitate effective supervision and monitoring.

5.3 Regular checks and inspections of facilities and equipment shall be conducted to identify and address potential safety hazards.

### **6. Reporting and Response Procedures:**

6.1 Any concerns or suspicions regarding child safety or well-being must be reported immediately to the Executive Camp Director.

6.2 Reports of alleged or suspected abuse, neglect, or other safety concerns shall be taken seriously and investigated promptly and impartially according to provincial and federal guidelines.

6.3 Confidentiality shall be maintained throughout the reporting and investigation process, with information disclosed only to authorized personnel and relevant authorities as required by law.

## **7. Training and Awareness:**

7.1 Ongoing training and professional development opportunities shall be provided to staff members to enhance their understanding of child protection issues and their capacity to respond effectively.

## **8. Code of Conduct:**

8.1 A code of conduct outlining expected behaviours and standards of interaction with children shall be established for all personnel.

8.2 Any breaches of the code of conduct shall be addressed promptly and may result in disciplinary action, up to and including termination of employment or engagement.

## **9. Documentation and Record-Keeping:**

9.1 Accurate and comprehensive records shall be maintained regarding incidents, complaints, investigations, and actions taken in relation to child safety and protection.

9.2 Records shall be stored securely and in compliance with applicable privacy laws and regulations.

## **10. Review and Revision:**

10.1 This policy shall be reviewed annually to ensure its effectiveness and compliance with evolving legal requirements and best practices in child protection.

10.2 Any revisions to the policy shall be communicated to all personnel and stakeholders and implemented promptly.

## **11. Compliance:**

11.1 Failure to comply with this policy may result in disciplinary action, legal consequences, and/or exclusion from participation in camp activities, as per applicable laws and regulations.

## **12. Implementation:**

12.1 This policy shall be implemented immediately upon approval by the SYDC, and communicated to all staff members, volunteers, contractors, parents/guardians, and relevant stakeholders of Blackstrap Youth Camp.

This policy underscores Blackstrap Youth Camp's unwavering commitment to prioritizing child safety and protection, establishing robust measures to mitigate risks and ensuring a nurturing environment for all camp participants.