

Children's Rights Policy

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Version 2.00



Disclaimer

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If you require further clarification on our document control system, please contact the Quality Assurance Department.

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2 Introduction

Kibble is committed to developing its services to children, young people and their families in accordance with the requirements of legislation and relevant best practice.

Children's Rights conventions and legislation represent an important international consensus on what has to be done to safeguard and promote the best interests of children and young people. For Kibble, this means we aim to secure the best possible outcomes from our work, for each individual child or young person referred to us.

Central to the ethos of the service is Article 12 of the United Nations Convention on the Rights of the Child (UNCRC); this article has been identified as one of the guiding principles of the convention. Article 12 focuses on consultation and participation. It gives children, who are capable of forming their own views, the right to express their views freely in all matters affecting them.

Articles 14 and 17 give children and young people the right to hold their own opinions and to access information. Article 3 states that parties should ensure that the child is afforded such protection and care as is necessary for his or her wellbeing, taking into account the rights and duties of parents and those with parental responsibility.

Kibble is committed to promoting the principles of the UNCRC and providing the highest standard of information, consultation, support and representation to the children and young people who use our services.

We aim to support, empower and safeguard children and their interests through the framework of 'Getting it right for every child'. We are working proactively to facilitate the participation of children and young people in service development and we seek to achieve a culture of continuous improvement by incorporating the principles of respect for children's rights, participation and consultation into our organisational planning and thinking.

3 Scope

This procedure applies to Kibble Education and Care Centre along with the following associated / subsidiary companies:

- Kibbleworks (KWL)
- Kibble Campus Developments (KCDL)
- Kibble Construction (KCL)
- Kibble Trading Limited (KTL)

4 Aim

This policy aims to:

- actively promote the rights of children and young people
- promote and embed a culture of listening to children and valuing their contribution as citizens
- be directly accountable to children and young people for the services we provide to them
- ensure the service we provide to children and young people complies with diversity legislation and national practice standards
- make sure the voice of the child is heard loud and clear, so that the needs wishes and feelings of individual children are understood
- continue to be a child centred organisation, which focuses its interventions on improving outcomes for children and young people, and works with others to promote and contribute to better outcomes for all children and their families

5 Responsibility

Compliance with this policy will be reviewed annually and promoted by The Board, Trustees and Senior Management Team. All staff members have a responsibility for the effective implementation of this policy.

The School Council will offer their views and inform and influence future practice and policy development.

Young people, parents, carers and external agencies will be informed of Children's Rights through the Kibble Welcome Pack, information leaflets and the Kibble Website.

This policy should be read in conjunction with other relevant Kibble Policy and Procedures including Child Protection Policy, Complaints Policy and Participation Policy.

6 Legislation

Legislation and best practice guidance central to the work of Kibble include –

- The Children (Scotland) Act 1995
- The United Nations Convention on the Rights of the Child (UNCRC) now ratified by all but two countries in the world
- The European Convention on the Exercise of Children's Rights 1996
- National Care Standards 2001 and revised editions
- Guidance from the Scottish Human Rights Commissioner
- Guidance from the Scottish Commissioner for Children and Young People on children's rights

7 Policy Implementation

To make the rights of children and young people an integral part of our organisation we will:

- Increase our understanding of the needs of the children and young people that we work with in order to enable us to continuously improve the quality of our work.
- Promote good practice in keeping with the responsibilities Kibble has to consult with all children with whom we have an involvement.
- Strike the right balance between listening to children and young people, but at the same time not allowing adults to overlook or abstain from their own responsibility in relation to these same children.
- Enable children and young people to express their views about our services and if necessary be supported by an Independent Advocate, should they wish to complain.
- Facilitate and promote children and young people's involvement, and to provide opportunities for young people to contribute to the development of Kibble.
- Develop knowledge learning and development opportunities that promote practice models that are child centred and based on research evidence.
- Ensure that all organisational policy and practice is compliant with Article 12 of the UN Convention on the Rights of the Child and contributes to the outcomes envisaged in 'Getting it right for every child'
- Work in partnership with child centred organisations to promote better outcomes for children.
- Quality-assure our practice outcomes in relation to child protection, children's rights, children's participation and children's provision through the use of supervision, appraisal, user feedback, and inspection reports.
- Develop practice guidance through feedback mechanisms, e.g. comments cards, questionnaires, annual survey in order to refine and enhance our practice.
- Understand and support the values held by children and young people we work with in relation to family life.
- Identify any conflicting values between children, families, communities and those in authority and understand the reasons why.