



**IMO 2019**  
60<sup>TH</sup> INTERNATIONAL  
MATHEMATICAL OLYMPIAD

Honorary Patrons: Sir Timothy Gowers FRS  
Dame Frances Kirwan FRS  
Sir Andrew Wiles FRS

## IMO 2019 Child Protection Policy

### Contents

1. Policy Statement
2. Code of Practice
3. Designated Child Protection Person(s)
4. Procedure for Reporting Concerns
5. Definitions of Abuse
6. Recruitment and Selection Procedures
7. Responding Appropriately to a Child
8. Use of Photographic Equipment by Staff and Volunteers
9. Guidance on levels of DBS disclosure

#### 1 Policy statement

- (a) IMO2019 is an international mathematics competition, organized in the United Kingdom.
- (b) IMO2019 is committed to practices which protect children from harm. For the purpose of this policy, IMO2019 personnel consists of volunteers and employed staff. All such personnel who have unsupervised access to or contact with children are expected to:
  - (i) Recognise and accept their responsibilities;
  - (ii) Develop awareness of the issues which can cause harm to children; and
  - (iii) Use the procedure below to report concerns.
- (c) IMO2019 will endeavour to safeguard children by:
  - (i) Adopting child protection procedures and a code of practice for all who act on behalf of the organisation;
  - (ii) Reporting concerns to the relevant authorities;
  - (iii) Following carefully procedures for recruitment and registration of staff and volunteers; and
  - (iv) Providing effective management for staff and volunteers through support and training.

#### **IMO 2019 Ltd**

##### Directors:

Dr Geoff Smith MBE (Chair)  
Prof Adam McBride OBE (Treasurer)  
Dr Ceri Fiddes (Executive Director IMO 2019)  
Mr Graham Keniston-Cooper  
Mrs Sue Rossiter

#### **The International Mathematical Olympiad 2019 in the United Kingdom**

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Registered address: 16 Bloomfield Drive, Odd Down, Bath, BA2 2BG.

- (d) IMO2019 makes this policy available for future editions of the IMO, and hopes that it will be adapted appropriately for local conditions, and procedures reviewed at regular intervals.
- (i) All personnel working on behalf of IMO2019 accept responsibility for the welfare of children who come into contact with the IMO in connection with its tasks and functions, and that they will report any concerns about a child or someone else's behaviour, using the procedures laid down.
  - (ii) There are designated child protection persons within IMO2019 who will take action following any expression of concern, and the lines of responsibility in respect of child protection are clear. Note also the existence of the permanent IMO Ethics Committee, to whom incidents should also be reported.
  - (iii) Designated child protection person(s) know how to make appropriate referrals to appropriate child protection agencies, and are provided with training as appropriate.
  - (iv) All those who are involved with children and young people on behalf of IMO2019 should adhere to the Code of Practice in relation to children.
  - (v) Information relating to any allegation or disclosure will be handled as soon as possible, and there is a procedure setting out who should handle information and the time-scales for reporting it.
  - (vi) The (United Kingdom) **Children Act 1987** states that the *welfare of the child is paramount*. This means that considerations of confidentiality which might apply to other situations should not be allowed to over-ride the right of children to be protected from harm. However, every effort should be made to ensure that confidentiality is maintained for all concerned when an allegation has been made and is being investigated.
  - (vii) IMO2019's policy on duty of care towards children will be referred to or included in recruitment, training, moderation and policy materials where appropriate, and the policies are openly and widely available to staff and volunteers and actively promoted within the organisation.
  - (viii) A culture of mutual respect between children, and those who represent IMO2019 in all its activities will be encouraged, with adults modelling good practice in this context.
  - (ix) All staff, volunteers and anyone in paid or unpaid work on behalf of IMO2019 with unsupervised access to children will be checked appropriately.
  - (x) It is part of the IMO2019's acceptance of its responsibility of duty of care towards children that anybody who encounters child protection policy concerns in the context of their work on behalf of IMO2019 will be supported when they report their concerns in good faith.

## 2 Code of Practice

- (a) IMO2019 expects that all personnel (both volunteers and paid staff) will be made aware of this Code of Practice and adhere to its principles in their approach to all children.
- (b) All one-to-one meetings with individual children should take place in publicly accessible areas, and it is important that no more time should be spent alone with children than is necessary.
- (c) It is important not to have physical contact with children and this should be avoided.
- (d) It is not good practice to take children alone in car journeys, however short. Volunteers should only take under 18s (contestants) in their own personal cars in emergency situations and should advise a senior member of IMO 2019 staff that they are doing so.
- (e) Do not make suggestive or inappropriate remarks to or about a child, even in fun, as this could be misinterpreted.
- (f) It is important not to deter children from making a *disclosure* of inappropriate action

through fear of not being believed, and to listen to what they have to say. Guidance on handling a disclosure is set out in this document. If this gives rise to a child protection concern it is important to follow IMO2019's procedure for reporting such concerns, and not to attempt to investigate the concern yourself.

- (g) Remember that those who abuse children can be of any age (even other children), gender or ethnic background, and it is important not to allow personal preconceptions about people to prevent appropriate action taking place.
  - (h) Good practice includes valuing and respecting children as individuals, and all personnel showing appropriate conduct - which will always exclude bullying, shouting, racism, sectarianism or sexism.
  - (i) Volunteers are advised to be cautious about accepting friend requests via social media from under-18's, and instead direct students to the generic IMO Facebook page and other social media.
  - (j) Sources of further help and information about good practice include
    - <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>
    - and the National Society for the Prevention of Cruelty to Children (NSPCC)
    - <http://www.nspcc.org.uk/>, telephone 0808 800 5000.
  - (k) It is common practice for guides and participants to share contact information (telephone numbers, email, social media handles) during an IMO to facilitate easy contact. Unless specific permission is given to retain this data, such contact information must be deleted at the end of the IMO.
- 3 Role and responsibilities of the Designated Child Protection Officer and Designated Child Protection Person(s) (DCPP)
- (a) IMO2019 will appointed a Child Protection Officer (Dr Ceri Fiddes, at least for the moment) and one or more designated child protection persons (including the Child Protection Officer) who are responsible for dealing with any concerns about the protection of children.
  - (b) The role of the designated person(s) is to:
    - (i) know which outside child protection agency (police, social services, health services) to contact in the event of a child protection concern coming to the notice of IMO2019.
    - (ii) ensure that appropriate information is available at the time of referral and that the referral is confirmed in writing under confidential cover;
    - (iii) liaise with police, local social services and health services and other agencies as appropriate;
    - (iv) keep relevant people within IMO2019 informed about any action taken and any further action required; and
    - (v) ensure that a proper record is kept of any referral and action taken, and that this is kept safely and in confidence.
  - (c) The role of the Child Protection Officer is, in addition, to:
    - (i) provide information and advice on child protection within IMO2019;
    - (ii) advise IMO2019 of child protection training needs;
    - (iii) review the operation of the child protection policy regularly to ensure the procedures are working and that it complies with current best practice.
  - (d) The designated Child Protection Officer is **Dr Ceri Fiddes**; contact details are c dot fiddes (at symbol) imo2019.uk
  - (e) The designated Child Protection Person is **TO BE APPOINTED**, email XXXX.
- 4 Procedure for reporting concerns
- (a) Staff or volunteers could have their suspicion or concern raised in a number of ways,

the most likely of which are:

- (i) the conduct of a member of IMO2019's personnel;
  - (ii) a child 'disclosing' abuse;
  - (iii) unusual behaviour by a child;
  - (iv) bruising or evidence of physical hurt, which may or may not be accompanied by unusual behaviour.
- (b) If a volunteer or member of staff has such concerns they should be reported to a DCP.
  - (c) Concerns about a specific child should be reported immediately to a DCP and confirmed in writing (such as via email) within 24 hours. Delay could prejudice the welfare of a child. If the concerns relate to the conduct of a member of personnel these should be reported to a DCP at the earliest opportunity.
  - (d) The DCP will consider the report and either refer this immediately to the authorities or, after taking appropriate advice (which is likely to involve the Child Protection Officer and may include discussing the circumstances on a confidential basis with the NSPCC) decide not to refer the concerns to the authorities but keep a full record of the concerns.

## 5 Definitions of abuse

- (a) Physical abuse is any action which may cause physical harm to a child either as the result of a deliberate act or the omission or failure to act to protect.
- (b) Emotional Abuse is the persistent emotional ill-treatment of a child such as to cause severe and lasting adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person.
- (c) Sexual Abuse;
  - (i) Under the Sexual Offences Act 2003 any sexual contact with a young person under the age of 18 where the adult is in a position of trust can be construed as abuse even if the young person consents to, or indicates their consent to the contact.
  - (ii) In general sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of, or consents to, what is happening. It may involve physical contact, including rape or oral sex, or non-penetrative acts such as fondling. Boys and girls can be sexually abused by males and/or females, and by other young people. It also includes non-contact activities such as involving children in watching or taking part in the making of pornographic material, or encouraging children to behave in inappropriate ways.
- (d) Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. It may involve failing to provide adequate food, shelter and clothing, or failing to ensure that a child gets appropriate medical care or treatment.

## 6 Recruitment and selection procedures

- (a) Appropriate recruitment and selection procedures for staff and volunteers in the context of child protection have been adopted by IMO2019 and include the following:
- (b) New volunteers;
  - (i) IMO2019 will maintain a register of volunteers and will reserve the right to ask for proof of identity.
  - (ii) For those volunteers whose work will bring them into contact with children or who will have a management responsibility in relation to those whose work does bring them into such contact, requirement of a declaration of previous investigations or convictions and submission to formal disclosure and barring service check, together with the issue of a copy of the Child Protection Policy and details of the DCPs and how to contact them.

- (iii) For all other volunteers, a requirement of a declaration of previous investigations or convictions, together with the issue of a copy of the Child Protection Policy and details of the DCPs and how to contact them.
- (iv) A clear guarantee that disclosed information will be treated in confidence, including adherence to the Disclosure and Barring Service code of practice. See <https://www.gov.uk/government/organisations/disclosure-and-barring-service>.
  - A. At least one representative from IMO2019 meeting with every new volunteer where appropriate.
- (v) Written references where appropriate.

## 7 Responding appropriately to a child making an allegation of abuse

- (a) Stay calm.
- (b) Listen carefully to what is said.
- (c) Find an appropriate early opportunity to explain that it is likely that the information will need to be shared with others - do not promise to keep secrets.
- (d) Tell the child that the matter will only be disclosed to those who need to know about it.
- (e) Allow the child to continue at his/her own pace.
- (f) Ask questions for clarification only, and at all times avoid asking questions that suggest a particular answer.
- (g) Reassure the child that they have done the right thing in telling you.
- (h) Tell them what you will do next, and with whom the information will be shared.
- (i) Record in writing what was said, using the child's own words, as soon as possible - note the date, time, any names mentioned, to whom the information was given and ensure that you sign and date the record.
- (j) It is important to remember that the person who first encounters a case of alleged abuse is not responsible for deciding whether abuse has occurred. That is a task for the professional child protection agencies, following a referral from the designated child protection person in the organisation.

## 8 Use of Photographic Equipment by Staff and Volunteers

- (a) IMO2019 will only permit photographs, videos or other images of young people to be taken at IMO2019 with the written consent of a legally responsible person, and in line with our Data Protection Policy. IMO2019 will take all reasonable steps to ensure these images are used solely for the purposes for which they are intended.
- (b) Staff or volunteers or others who have concerns regarding inappropriate or intrusive photography should report their concerns to the event organiser and these should be recorded in the same manner as any other child protection concern.