

# Plymouth Boys & Girls Club

## “Child Safety Is Job One”



### **At the Boys & Girls Club of Plymouth Child Safety is Job No. 1**

Ensuring child safety is fundamental to the mission of the Boys & Girls Club of Plymouth

### **The Safety and Wellbeing of Young People is Our Number One Priority**

We work every day to create a safe environment so that our kids can have every opportunity to be successful in life. We have ZERO tolerance for inappropriate behavior of any kind, including child physical or sexual abuse or misconduct, and we put considerable resources behind that stance.

**Culture of Safety:** We continually update robust safety policies, programs, and training for our Staff and volunteers that are designed to promote child safety and protect young people from threats that are present in our society. We implement layers of safety policies and guidelines to keep our kids safe including but not limited to:

- **COMPREHENSIVE CLUB SAFETY POLICIES:** The Boys & Girls Club of Plymouth has “Club Specific” comprehensive policies updated and reviewed twice a year with all Staff and volunteers. We require reviews and sign-offs before the January beginning of the Compass Zone school year program and the Smarter Fun Summer Camp in June.
- **STATE AND LOCAL LAWS:** The Plymouth Boys & Girls Club complies with federal, state, and local safety laws, including those impacting facilities and vehicles.
- **APPROPRIATE USE OF TECHNOLOGY:** We have developed policies to ensure the safe and appropriate use of technology in our Clubhouse, including computers, mobile technology, and social media. Resources, trainings (NetSmartz), and activities are tailored for various audiences and age ranges, including elementary and middle school kids, teens, and adult Staff members.
- **CONTINUED COMMITMENT:** To further strengthen our steadfast commitment to safety in our Club, BGC Plymouth Safety Committee reviews our policies, procedures, and practices annually to ensure Boys & Girls Club of Plymouth is continually doing everything we can to keep young people both physically and emotionally safe.

**Safety Policies:** The Boys & Girls Club of Plymouth has comprehensive safety policies in place (available on request) to protect youth that include, but are not limited to: supervision, substance abuse, transportation, communication, and the absolute prohibition of private Staff-to-member one-on-one contact in person or online.

**24-hour Toll-free Child Safety Hotline:** We encourage all Staff, Club members and families to report any incident or situation they feel is unsafe. Through our national partnership with [Praesidium](#), one of the nation’s leading safety experts, the Boys & Girls Club of Plymouth members and Staff have access to a confidential 24-hour toll-free Child Safety Hotline, [866-607-SAFE \(7233\)](tel:866-607-SAFE) or email [SafeClub@Praesidiuminc.com](mailto:SafeClub@Praesidiuminc.com).

**Mandatory Background Checks:** Mandatory national criminal background checks and sexual offender registry checks are required every year for every Staff and Board member at the Boys & Girls Club of Plymouth. In addition, national criminal background checks and sexual offender registries are required for any

volunteer who has direct contact with children. All potential employees and volunteers are checked through the Identogo national fingerprinting service.

**Required Immediate Reporting:** The Boys & Girls Club of Plymouth Staff and volunteers are all Massachusetts “mandated reporters.” We are required to report any critical incident/safety concern to local authorities immediately. We are also required to report any critical incident to Boys & Girls Clubs of America within 24 hours.

**Mandatory Annual Safety Assessments:** We complete a safety assessment each year to ensure we continually make improvements to safety at our Club.

**Safety Trainings:** Ongoing training and supervision of Staff is critical. We participate in a wide variety of child safety training such as seminars, conferences, webinars, and a semi-annual safety symposium. We also engage leading third-party safety experts to provide guidance for our policies and approaches, including: the National Center for Missing & Exploited Children, and the National Children’s Advocacy Center.

**Safety Committee:** The Boys & Girls Club of Plymouth has a dedicated Board of Directors’ Safety Committee to provide input and guidance on local policies and safety strategies. Priorities and initiatives include:

- We have a Board-led Safety Committee, headed by Kevin O’Keefe, chairman
- The Safety Committee requires comprehensive annual Staff training in all aspects of child safety policy.
- The Safety Committee reviews the annual Child Safety Assessment report.

**Mandatory Employee Reference:** We require that any employee interested in moving to another Boys & Girls Club must have a reference from our Club.

**State and Local Laws:** We comply with federal, state, and local safety laws, including those impacting facilities and vehicles.

**Locally, we partner with:**

- The Plymouth police and fire departments for permits and certificates of compliance.
- The state department of Early Education & Care (EEC) monitoring visits for annual facility and child safety license compliance.
- The Plymouth Building Inspection services for facility safety performance
- Identogo national fingerprinting service for all hires/volunteers for criminal and child abuse records

America’s young people deserve nothing less than our constant focus on their safety and our firm commitment to protect every child who is entrusted to our care at the Boys & Girls Club of Plymouth

To learn more about our national safety policies and actions, please visit Boys & Girls Clubs of America’s Child Safety page, [here](#).

