

Generation CAN

Purposes and Policies

2018





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1. What does Generation CAN mean?

The phrase 'Generation CAN' encapsulates two significant concepts within the history of education: time and ability.

The history of intelligence and the British education system is hinged upon the premise that there are some who can and others who can't, borne out by research conducted by many psychologists throughout the nineteenth and twentieth centuries. Whether intentional or not, much of the research led to the systematic exclusion of many millions of people.

Many millions of lives cut short, reduced, made smaller and in some cases, extinguished.

Because they 'couldn't'.

When we choose to look beyond the limitations of an exclusive society, we begin to see that the sky has many millions of stars in it, equally beautiful, yet different.

When we choose to value difference more than similarity, we become united by our difference, empowering each other to grow, take risks, love unconditionally and flourish.

Generation CAN is a message and a mindset, with a mission to positively influence the future of 21st century education.

We stand for equality of accessibility to a beautiful world of inclusion, encouragement and growth. We believe that *this* Generation CAN.

2. What is our charitable status?

Generation CAN is currently a 'small charity', which means that it adheres to charity law with its purposes and for the public benefit but is not regulated by the charity commission because its current annual turnover is less than £5000.

Generation CAN has a vision for the future which may mean that its status will change as we grow, but for the current season we fulfil the criteria for, and are acting within the remit of, a small charity. Much of this document constitutes that which is in our Governing Document, a copy of which can be seen upon request.

3. What are the purposes and aims of our charity?

The purpose of the charity falls under Charitable Purpose

(4) The advancement of education

(12) The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage.

Our aims are:

1. To advance, encourage and influence local and national education, health and care communities by developing vision, passion and recognition for the achievement of individual children with Special Educational Needs and Disabilities (SEND) and the adults who support them, through the organisation of annual, local SEND awards (to be known as The Generation CAN Awards).
2. To advance, encourage and influence the development of local social and professional networks of practitioners within education, health and social care to improve child-centred and holistic team work within the local area.
3. To help re-write common misperceptions of human ability and skill

4. What is the overview of the Awards process?

From the end of February 2018, education, health and social care professionals, parents and carers will be targeted to nominate children within their setting/personal network who have made remarkable progress or shown inspirational resilience in the face of great personal challenge. Professionals can also nominate peers and parents/carers who have demonstrated relentless commitment and compassion for the children in their care. Anyone can nominate, however. The Awards are open to all, so long as they live within Worcestershire. Judging will take place during April/May by trustees and invited panel members.

The Awards will take place on 12th July 2018 at the Worcester Arena, from 6pm for celebratory drinks prior to the ceremony commencing at 7pm. The Awards will be as opulent and glamorous as the budget will allow- to emulate Awards ceremonies such as The Brits or The Oscars. The sentiment of valuing diversity, celebration and empowerment will run through every fibre of the process and evening itself.

5. Why Worcestershire?

Local motivating factors and aspirations for Worcestershire:

- To improve social mobility outcomes for children in Worcestershire: aspirations, self-belief, local employment opportunities by partnering with local businesses
- To build alongside providers within the county who are increasingly working towards our county being a national beacon for inclusion: e.g. the University of Worcester's aims to be a leader in inclusive sport, The Elms Hotel in Abberley's extension to be a fully accessible and inclusive hotel; Worcestershire County Council's current collaboration with Go Disability to improve the accessibility of Worcester
- To build networks across Worcestershire bringing together north and south

6. What is the future and vision for Generation CAN?

The vision for Generation CAN is always to have local awards ceremonies, however our aspiration is for Generation CAN Awards to happen in lots of local places nationally.

We aspire that Worcestershire would become a national beacon for inclusion and celebrating diversity, such that we would like the Worcestershire Generation CAN Awards to also be a large event trailblazing for the other, smaller events.

Therefore, our vision by 2023 is:

- To annually fill the Worcester Arena (2000 seat capacity) celebrating inclusion, diversity and achievement within Worcestershire
- To engage other counties to host their own Generation CAN Awards, and/or to encourage schools nationally to host their own mini Generation CAN Awards, inviting local health and social care professionals linked to the school to attend; encouraging local businesses to sponsor their awards, building work experience opportunities within the local community

7. What are the ethical values of Generation CAN?

- Dignity and respect: We seek to respect others and not use the charity to achieve personal goals but recognise the feelings, decisions and values of others. This includes listening effectively, being compassionate and liberal in allowing discussion and diverse viewpoints. In short, we stand for inclusion and empowerment of all.
- Serving others: We aim to place the interests of children with SEND and the adults who support them above our own individual interests. We aspire to always act in a way which encourages others to succeed.
- Justice: we aspire to treat everyone equally, without bias, regardless of gender, sexuality, race, age, diagnosis or status. We seek to follow universal moral principles of honesty, integrity, politeness.
- Community: We want to help build a community of people who are working towards the shared interest of improving opportunities and outcomes for children and young people with special educational needs and disabilities. We will work hard for the shared goals of the community.
- Honesty: We place honesty as our most important quality and aim to act in such a way as to be reliable and dependable. We aim to always presents the facts and circumstances truly and completely, even if they are not popular. We will not knowingly misrepresent any facts.

8. How will we use any funds that we raise?

Any money that is given to us by donation or through fundraising, unless specifically clarified by the donor at the time of giving, will be used in the following ways:

- a) Paying for goods and services in order to run the Worcestershire Generation CAN Awards, including the day-to-day running of a charity in order to organise and market the charity and the events it runs.
- b) Administrative and legal requirements of running a charity, in terms of due diligence and best practice.
- c) Future funding for the development of the charity in terms of supporting other Generation CAN Awards outside of Worcestershire.

9. How will we use and protect personal data?

Generation CAN aims to always be compliant with GDPR.

- Our data controller currently is Hannah Moloney, the Chair of Trustees.

- We will need to share *some* personal data with third parties, for example, the graphic designer and print company who will print brochures for the event; the event management company who will prepare the audio-visual presentation. With all third parties, we will have a written agreement with them specifying that they should handle the data with care; restrict access to it; keep it secure and only use it for the purposes we have agreed with them. In all cases, the minimum level of information will be shared in order to complete the process required.
- We aim to only communicate with people about Generation CAN or information directly relating to the Charity and its purposes.
- Any personal data given to us will be freely given; that's to say, we will not add people to mailing lists who haven't expressed a direct interest in the charity – for example, nominating someone for an award or signing up to our mailing list. We will always include a way to opt out from receiving any future communication from us. All of our communication through mail shots will be in relation to our legitimate interests, as per our aims and purposes. We will attempt to make the consent to hold personal data unambiguous and request re-affirmations of consent on a recommended time frame, currently suggested at two years.
- We require parental consent for the sharing of information about nominations of children and vulnerable young people under the age of 25.
- **We require those who are nominating to have checked that they have the relevant permissions from parties – e.g. the child's school, the child's social worker, prior to submission. It is the responsibility of the nominator to have checked for the relevant permissions prior to nomination.**
- In nominating a child, young person or adult for an award, the charity Generation CAN must assume that all relevant parties are happy with the sharing of personal data and therefore Generation CAN can take no responsibility for receiving, storing and using data shared with us if the necessary permissions have not happened prior to nomination. However, we will destroy any personal data at the written request of the nominated child/young person/adult (or their legal guardian), in correlation with our intention to be unambiguous and transparent with the way in which we store and use personal data.
- We have anti-virus protection on our charity computer software in order to reduce the risk of data breach.

10. Safeguarding Policy (Child and Vulnerable Adult Protection)

Generation CAN acknowledges the duty of care to safeguard and promote the welfare of children and young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and The Charity Commission requirements.

This policy:

- a) applies to all adults including the Board of Trustees, volunteers and anyone working on behalf of Generation CAN.
- b) Recognises that the welfare and interests of children and young people are paramount in all circumstances; and
- c) Aims to ensure that all children and young people have a positive and enjoyable experience at any of our events and are protected from abuse.

Generation CAN acknowledges that some children and young people, particularly those with special educational needs and disabilities, can be particularly vulnerable to abuse and accepts the responsibility to take reasonable and appropriate steps to ensure their welfare.

Generation CAN will:

1. Promote and prioritise the safety and wellbeing of children and young people;
2. Ensure that anyone involved with the charity as a volunteer or trustee takes safeguarding seriously and consciously looks to ensure that children and young people at any of our events are protected.
3. Make volunteers aware of how to recognise and respond to signs of abuse even though it is highly unlikely that any person volunteering for Generation CAN would be in such a position.
4. Make clear that all children and young people MUST be accompanied by a trusted adult (parent/carer/guardian) at all times, who is responsible for their wellbeing and safety at any Generation CAN event.
5. Make every effort to check with any venue hired for a Generation CAN event that it is safe.
6. Provide an adequate number of adult hosts to help support the safe running of an event.
7. Ensure that any volunteers (who may not have DBS) are aware that they should never be alone with a child or young person at any time.

This policy will be reviewed annually.

11. Our Volunteer Policy

Generation CAN acknowledges that volunteers are a vital way to help lead and deliver our aims, increase participation and develop greater awareness of our strategic vision.

Generation CAN defines a volunteer as someone who, without receiving payment, gives their time to assist with Generation CAN's vision and purpose. This definition includes trustees, lead advisors and supporters, occasional volunteers and anyone who champions the cause of Generation CAN through any actions whatsoever, including raising awareness on social media and in a promotional capacity at events.

Volunteering is a two-way partnership, from which both parties can benefit. By volunteering with Generation CAN, volunteers can gain experience, meet new people, work on new challenges, have fun, support others and much more.