

# JIF TRAINING

<b>Policy Name:</b>	Safeguarding children, young people and adults' policy
<b>Reference No:</b>	JIFPOL012
<b>Approval Date:</b>	09/09/2022
<b>Issue Date:</b>	09/09/2022
<b>Review Date:</b>	08/09/2023
<b>Line Manager Responsible:</b>	Hannah Turner

<b>Version Number</b>	<b>Date Issued</b>	<b>Review Date</b>	<b>Overview of Changes</b>
1.0	04/11/2021	04/11/2022	Policy introduced
1.1	09/09/2022	08/09/2023	Policy reviewed and updated

## Policy Statement

We recognise that the welfare of all children, young people, and adults at risk, is paramount and that *all* have equal rights of protection. We have a duty of care when they are in our charge and we will do everything we can to provide a safe and caring environment whilst they attend our activities.

## Equal Opportunities Statement

We recognise that anyone can become subject to discrimination, harassment, or victimisation because of:

- age
- culture
- disability
- gender
- sexual orientation
- gender reassignment
- marriage and civil partnerships
- religion or belief

Comments and actions that contribute to discrimination, harassment or victimisation are not acceptable and will be challenged. Such incidents will be recorded and shared with parents and carers, and the relevant agencies when necessary and appropriate.

## We will:

- ✓ treat everyone with respect and celebrate their achievements,
- ✓ carefully recruit and select all staff whether paid or unpaid,
- ✓ respond to concerns and allegations appropriately.
- ✓ ensure all personnel attend safeguarding training as appropriate to job role, including PREVENT, FGM and read Keeping Children Safe in Education, Part One, annually. Ensuring pastoral care and British Values are embedded into our processes and practices

**When there are concerns** about the welfare of any, child, young person or adult at risk, all responsible adults in our organisation are expected to share those concerns, without delay, with the Lead for Safeguarding (or the Deputy, if the Lead is unavailable).

**Our policy** is approved by Senior Leadership Team and will be reviewed and updated annually. We will publish and promote this policy to all staff, paid or unpaid, through induction, training, and supervision. We endeavour to disseminate, as appropriate, this policy to all who encounter our organisation e.g. children, young people, adults at risk and others such as partners and fundraisers.

## Policy Aim

As members of SAFE, we always aim to attain best safeguarding practice throughout all our activities with children, young people, and adults at risk. We endeavour to provide a safe and friendly environment and celebrate all achievements. We will achieve this by adhering strictly to this policy, guidance, and risk assessments. Our organisation holds current Public Liability Insurance which covers all our activities.

Lead and Deputy for Safeguarding

**Our Lead for Safeguarding is:**

Name: **Hannah Turner**

Contact details: 07355 035388

**Our Deputy for Safeguarding is:**

Name: **Chris Toner**

Contact details: 07557 554283

Their role is to oversee and ensure that our safeguarding policy, which includes eSafety, is fully implemented and that we attain SAFE standards.

Their responsibilities are:

- ✓ monitoring and recording concerns
- ✓ making referrals to social care, or police, as relevant, without delay
- ✓ liaison with other agencies
- ✓ arranging training for all staff ensuring all safeguarding arrangements as detailed in this policy are current, fit for purpose, circulated to all personnel, and implemented
- ✓ ensuring learners are aware of these safeguarding arrangements
- ✓ monitoring to ensure concerns and subsequent actions are recorded
- ✓ acting as the main safeguarding contacts for all personnel and make referrals to social care, or police, as relevant, without delay
- ✓ liaison, and building links, with external agencies and other stakeholders
- ✓ audit and review this policy and procedures

The Deputy should be available to support or cover for the Lead. They will also handle any complaints or allegations against the Lead if appropriate.

**Why do we need a Safeguarding Policy?**

All organisations that work or encounter children young adults and/or adults at risk need to have safeguarding policies and procedures in place. We therefore adhere to Keeping Children Safe in Education 2020 and all employees receive training annually.

Government guidance is clear that all organisations working with children, young people, adults at risk, parents, carers and/or families have responsibilities for safeguarding. It is important to remember that children, young people, and adults at risk can also abuse and that such incidents fall into the remit of this policy.

To undertake these responsibilities, we:

- have senior managers, board members and staff committed to safeguarding
- are clear about people's responsibilities and accountability
- have a culture of listening to children, young people, and adults at risk
- undertake safer recruitment practices for all staff working with children, young people
- have procedures for safeguarding children and young people and adults at risk
- have procedures for dealing with allegations against, and concerns about any staff
- make sure staff, paid and unpaid, have mandatory induction and further safeguarding training, supervision, reviews, and support
- have agreements about working with other organisations and agencies

### **Definition of a child/young person**

There is no single law that defines the age of a child across the UK. The UN Convention on the Rights of the Child, ratified by the UK government in 1991, states that a child "means every human being below the age of eighteen years unless, under the law applicable to the child, majority is attained earlier" (Article 1, Convention on the Rights of the Child, 1989). A child is anyone who has not yet reached their 18th birthday (16th in Scotland).

### **Definition of an adult at risk**

There is no single law that defines an adult at risk across the UK. An adult at risk is a person over the age of 18 years (16 in Scotland) and is:

- having needs for care and support, and
- experiencing, or is at risk of, abuse and neglect and
- because of those care needs, is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

### **Data Protection**

We will treat any personal information by which an individual can be identified (i.e. name, address, email etc.) in accordance with the provisions of Data Protection Act 2018 (DPA 2018), and the General Data Protection Regulation (GDPR) and will not share information with any third party, except where required by law.

### **Confidentiality**

This policy is in line with government guidance about confidentiality and these details will be made available to all staff, children, young children, adults at risk, parents, and carers.

We fully endorse the principle that the welfare of children, young people and adults at risk, override any obligations of confidence we may hold to others. No one working, or involved, with our organisation can promise absolute confidentiality. Individual cases will only be shared or discussed on a "need to know" basis.

### **Whistleblowing**

Whistleblowing is when someone raises a concern externally about a person or practice within the organisation, which will affect others in an illegal and or harmful way.



Our organisation promotes the sharing of any concerns regarding the safeguarding of children, young people, and adults at risk as soon as possible with the Lead or Deputy for Safeguarding. If individuals reporting their concerns within our organisation do not feel they have been acted upon then we support their right to report these concerns to social care services, the police, and /or the relevant Regulatory Authority e.g. Ofsted, ESFA, CQC, Charity Commission All media enquiries will be handled by Matthew Joyce, CEO.

### **Information Sharing**

Timely and accurate written records play an essential role in safeguarding individuals, who may have suffered, are suffering or at significant risk of suffering harm. It is important that records are shared at the appropriate time with necessary parties. Within our organisation the decision to share written information, and with whom, will be undertaken by the Lead or the Deputy for safeguarding

When a workplace has a safeguarding concern about a learner, e.g someone is at risk of self-harm, etc., they should contact the Lead or Deputy for Safeguarding as detailed above, either via one of the listed telephone numbers as a matter of urgency. Similarly, JIF Training will contact a workplace immediately if they have received information about a learner that causes a safeguarding concern.

### **Safer Recruitment**

Our organisation is committed to safe recruitment in line with the relevant legislation and guidance from government: Keeping Children Safe in Education 2020 and Office for Standards in Education, Children's Services and Skills (OFSTED) for recruiting all personnel, paid or unpaid. We do this by

- advertising vacancies with a clear commitment required to safeguarding
- assigning all posts detailed job descriptions
- obtaining full personal details including fitness to work with children, young people, and adults at risk by application form (not CVs) with relevance to previous work with children, young people and adults at risk
- when a candidate is selected for interview the relevant criminal declaration form will be sent for completion as set out by the Rehabilitation of Offenders Act 1974
- always taking up two written references, one from the most recent employer
- undertaking all interviews face to face, based on the job description (during times of worldwide pandemic virtual platforms may be used)
- ensuring at least one person on each interview panel will have undertaken Safer Recruitment training, in line with the relevant Regulatory Authority's, e.g. Ofsted's safe recruitment guidelines.
- having sound procedures and recording for interviewing to ensure we are satisfied, and can evidence that the applicant is appropriate and suitable

Any appointment will only be confirmed subject to:

- ✓ a satisfactory criminal record check at the appropriate level
- ✓ a follow up of written references by telephone if relevant to vacant post
- ✓ a check of essential qualifications
- ✓ confirmation of the right to work in the UK where relevant
- ✓ fitness to work as relevant

- ✓ checks for UK nationals or those who have lived in the UK previously  
International Child Protection Certificate (ICPC) if they work with under 18s and  
Certificates of good conduct for foreign national applicants
- ✓ completion of a satisfactory probation period

### **Induction and Training**

We have a clear induction and training strategy with clear job descriptions and responsibilities and all relevant procedures. All new staff, paid and unpaid, will receive induction training as soon as possible and sign to record they have:

- received and understood this policy.
- been given any relevant resources
- understood the commitment to safeguarding training - read, understand, and agree to abide by Part One of Keeping Children Safe in Education 2020

When needed, staff will receive further safeguarding training, at the appropriate level, as soon as possible. We also agree a probationary period of 6 months with clear goals and then provide appraisals at regular intervals of 12 months with direct Line Manager.

Updated training is normally required every 2 years (on line) or three years (face to face). Staff working directly with at risk groups will also undertake the free online government training for [PREVENT/Channel](#) and [FGM](#)

### **Working Practices**

#### **Consent**

When consent is required for any care, activity, or intervention we will, unless it is an emergency, obtain consent from the individual if of sufficient age and or understanding.

Consent will be requested from a parent/carer or relative for a child, young person or an adult at risk as defined within the relevant Regulatory Authority guidance e.g. Ofsted, ESFA, CQC, Charity Commission

Where relevant, we will ensure we fulfil our obligations under Child Care Law in terms of parental responsibility and Mental Capacity Legislation on supporting, where possible, the individual's right to make their own decisions. Any decisions made should be the least restrictive and recorded.

#### **Staff Ratios to Children, Young People and Adults at Risk**

There must always be a minimum of two responsible adults present for any activities.

#### **Lone and One to One Working**

We will avoid lone working and one to one working whenever possible to protect both individuals. A risk assessment will always be undertaken to ensure:

- ✓ the care or activity provided is suitable for one to one working,
- ✓ the lone worker has been recruited, trained, and supervised to undertake this role,
- ✓ that health and safety issues have been identified and recommendations followed,
- ✓ safeguards are in place to protect individual's rights to safe working practice,
- ✓ safeguards are in place in relation to strategies for emergency situations,

- ✓ accurate and relevant written recording is maintained following any care and activity, signed, and dated.

### **Young People who work in our Organisation**

All young people who are undertaking apprenticeships or work experience within our organisation are to be included within this policy and their safeguarding as individuals given the same importance as all young people we meet. Any disclosures, observations of possible harm or disturbing behaviour must be reported to the Lead or Deputy immediately. Similarly, JIF Training will contact a workplace immediately if they have received information about a learner that causes a safeguarding concern.

They will also require an induction program that includes their commitment to safeguarding within the remit of the safeguarding policy and in line with all staff induction.

In addition, information on the young person's contacts recorded as relevant e.g. parents, carers, school representatives and any supervisors, with emergency contact numbers.

### **Pastoral care**

We embed pastoral care into all our practices by:

- ✓ having an open and honest approach with all personnel and learners
- ✓ ensuring that people are comfortable in approaching personnel for help and support
- ✓ addressing key issues and priority areas through talks, communications, and training
- ✓ ensuring an ethos of respect and care for colleagues and personnel
- ✓ issuing Equality & Diversity, Safeguarding, Prevent & British Values handbook to all learners
- ✓ ensuring the Lead and Deputy for Safeguarding are always contactable
- ✓ producing a quarterly newsletter
- ✓ reviewing Learner understanding of Equality & Diversity, Safeguarding, Prevent & British Values on a regular basis
- ✓ Monitoring quality of teaching, training, learning and assessment
- ✓ We will ensure the quality of our teaching, training & learning by:
- ✓ Carrying out regular learner surveys
- ✓ Completing observations of teaching & learning with learner involvement
- ✓ Regular review of current training practices

See separate teaching and learning assessment strategy

### **Codes of Conduct**

We aim to provide a safe environment free from discrimination, upholding and promoting equality, diversity, and inclusion. We undertake to:

- ✓ treat all children and young people and adults at risk with respect and dignity
- ✓ ensure that their welfare and safety is always paramount
- ✓ maintain professional boundaries both face to face and when using technology
- ✓ ensure any intimate touch required, to carry out care, treatment or training is within relevant guidelines and is safe and appropriate. Intimate touch and care will always be part of a plan, agreed with the individual concerned, their parents or carers.
- ✓ always listen to individuals and take account of their wishes and feeling



- ✓ always act in a professional way and not accept bullying, swearing or other disruptive behaviour
- ✓ liaise openly with parents and carers
- ✓ only use physical contact if absolutely necessary
- ✓ avoid being alone with children, young people, and adults at risk whenever possible
- ✓ listen to, and act upon, any disclosures allegations, or concerns of abuse
- ✓ participate in approved safeguarding training at appropriate levels
- ✓ ensure restraint is only used as part of an agreed plan by staff trained in the use of the particular restraint or as an emergency action to protect from harm. All use of restraint will be reported and recorded by the member of staff concerned to the Lead or Deputy lead for safeguarding and to the relevant manager.
- ✓ always follow our safeguarding policy

### **Events and Visiting Speakers/Activity Leaders**

We will always ensure visitors and activities undertaken are risk assessed and we are committed to:

- ✓ ensuring that those who run activities have the expertise, knowledge, and skills to do so properly
- ✓ clarifying DBS status where eligible
- ✓ ensuring they are always accompanied and not left alone with learners at any time
- ✓ completing a risk assessment which involves identifying risks and the means of reducing or eliminating those risks for all activities or events
- ✓ risk assessing any changes being made to activities or events
- ✓ having a written plan in place if event or activity must be cancelled
- ✓ having a written plan in place in case of emergency including contact numbers
- ✓ implementing the required actions identified by the risk assessment process and reviewing the effectiveness of these on a regular basis

### **Recognising Abuse in Children Young People and Adults at Risk**

The following list is for guidance only. It is important to be observant, listen to what is being said and record. e.g. is what you are observing and being told about an injury consistent with the injury?

- Alcohol and Substance misuse
- County Lines
- Concealed pregnancy
- Discriminatory
- Domestic violence, including "honour" based violence
- Emotional
- Exploitive use of technology
- Female Genital Mutilation (FGM)
- Financial or material abuse
- Gambling
- Hate and "mate" crime
- Misuse of technology
- Modern slavery



- Neglect and acts of omission
- Organisational or institutional
- Psychological
- Physical
- Radicalisation
- Self-neglect
- Sexual
- Sexual Exploitation
- Spiritual abuse
- Trafficking

### **Handling Disclosures**

When a disclosure is made by a young person, or adult at risk it is important to remember to:

- take what you are being told seriously
- stay calm and reassure
- do not investigate
- do not delay and always
- seek advice from the Lead or Deputy for Safeguarding
- make a careful recording of anything you are told or observe, date and sign.

A disclosure may come from someone telling you:

- they have or are being abused
- they have concerns about someone else
- they are themselves abusing or likely to abuse someone else



## Responding to Concerns

We ensure and emphasise that everyone in our organisation understand and know how to share any concerns immediately with the Lead or Deputy for Safeguarding. Everyone, including both the Lead and Deputy for Safeguarding will deal with concerns using the following:

### Step One:

**If you are worried a child, young person or adult at risk has been abused because:**

- you have seen something
- someone says they have been abused
- somebody else has told you they are concerned
- there has been an allegation against a colleague
- there has been an anonymous allegation
- an adult has disclosed that they were abused as a child
- a child, young person or adult say they are abusing someone else

### Step Two:

Check our safeguarding policy for guidance. Talk to the Lead or Deputy for Safeguarding without delay. If they are implicated, then report to Additional Senior Lead

### Step Three:

The Lead, Deputy or Additional Senior Lead should refer the concern to the relevant adult or children's social care service and/or the Police and follow up the referral in writing within 24 hours.

**For England only** in cases of allegations against a person with a "duty of care", towards a child the Local Authority Designated Officer (LADO) will co-ordinate the next procedural steps.

Under "whistle blowing", anyone can refer directly to the police or social care services and all relevant Authorities, when they are concerned the organisation is not managing safeguarding concerns appropriately.

### Step Four:

Any serious safeguarding issues would be reported to the relevant regulatory body/managing authority within 24 hours.

In an emergency always dial 999

**CONSULT, MONITOR  
AND RECORD**  
*Sign/Date/Time*  
*Include name and job role*

**When the concern is about the welfare of a child or adult at risk from schools, colleges, health providers, GP practices, prisons or social care settings, you should refer to that organisation's Lead for Safeguarding in the first instance. Inform the Lead or Deputy that you have referred a concern.**

## **Record Keeping**

At all times when required, and especially where there is a safeguarding concern, we are committed to keeping records which are:

- recorded on a safeguarding incident form
- of sufficient details of young person, or adult at risk to identify individual who is subject of concern and any significant others
- accurate and factual/based on fact, as a true record of:
  - what has been monitored/observed
  - what has been said and by whom
  - what has given cause for concern
  - what action has and/or will be taken including the reason for those actions
  - the reason stated for no action being taken and by whom
- non judgmental
- timely within 24 hours
- signed and dated by the writer and co- signed by the Lead or Deputy
- shared as appropriate by the Lead or Deputy for Safeguarding
- paper copies will be stored safely and securely by the Lead or Deputy for Safeguarding at our Head Office

## **Handling Allegations / Dealing with Complaints / Disciplinary & Grievance Procedures**

Our policies and procedures are in line with the statutory guidance, Ofsted's guidelines, our disciplinary, complaints and grievance procedures, these will be made available to everyone.

Where a complaint or allegation has been made with regards to any inappropriate behaviour or poor practice, the Lead or Deputy will, in all cases, discuss the situation with social care services (the LADO with regards to children England only) and / or the police before making an open decision about the best way forward.

In the case where the Lead is implicated, the Deputy should be informed. In the exceptional circumstances that both are involved, the person concerned will inform the Additional Senior Lead. If there is a belief that the concern has not been taken seriously or acted upon then any one can "Whistle blow"

With regards to disciplinary and grievance procedures, we will take no steps until we have fully discussed and agreed a strategy with social care services and / or the police, (the LADO, with regards to children England only). Any investigation will override the need to implement any such procedures. Our management are responsible for making referrals to the relevant:

- criminal records service
- Regulatory Authority
- professional body.

## **Bullying and Harassment**

Bullying and harassment can take many forms and include:

- physical violence including threats, verbal assaults and taunts, the destruction of property, extortion, unwanted sexual interest, or contact



- indirect forms of bullying including ignoring a person and the withdrawal of friendship, malicious gossip and spreading rumours, abusive or oppressive graffiti, the use of social media, electronic messages, and websites.
- it is often motivated by prejudice against certain groups for example on the grounds of race, religion, gender, and disability

Whether directed at children, young people, adults at risk, staff, volunteers, parent, and carers, bullying and harassment, physical and/or emotional abuse will not be tolerated. All such behaviour will be treated as a safeguarding concern when aimed at children, young people and or adults at risk.

We will:

- provide a culture of equality and respect for all with zero tolerance to any form of bullying or harassment
- report all incidents of bullying or harassment observed or disclosed, to the Lead or Deputy
- take immediate steps to stop the behaviour and mitigate the effects of bullying and harassment
- record all incidents with observations and witness statements, and action taken, signed, timed, and dated

### **Prevent Duty**

We adhere to Section 26(1) of the Counterterrorism and Security Act 2015 which imposes a duty on us to have due regard to the need to prevent people from being drawn into terrorism. We have an important role in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

We risk assess and have action plans for:

- PREVENT
- Reducing risk of radicalisation
- Reducing risk of extremism
- Reducing the Risk to Learners and personnel
- training and sending notices and newsletters to all personnel and learners around recent threats or concerns.

### **eSafety**

#### **Why do we need to include eSafety?**

Recent advances of the internet, mobile phones and other electronic technology has made access to information and communication increasingly easy for everyone. This is especially so for those who cannot always go out to socialise and rely on websites for social networking, watching films, downloading music, buying lottery tickets, shopping etc. Government guidance is clear, that all organisations working with children, young people adults at risk, families, parents, and carers have responsibilities. It is also important to remember, children, young people and adults at risk can also abuse and such incidents fall into the remit of this policy,

#### **eSafety Code of Conduct:**

We expect everyone in our organisation to agree and sign up to our eSafety code of conduct to:

1. use the internet and other forms of communication in a sensible and polite way.
2. only access websites, send messages or access and use other resources that will not hurt or upset anybody.
3. seek permission if I want to use personal information or take photographs of other people.
4. report any concerns to the Lead or Deputy
5. be clear that we cannot maintain confidentiality if there is a concern about the welfare of a child, young person, or adult at risk.

### **What are the Risks?**

There are many potential risks including:

- accessing inappropriate or illegal websites.
- receiving unwanted or upsetting texts, e-mail messages or images.
- being “groomed” by another with a view to meeting the child, young person, or adult at risk for their own illegal purposes including sex, drugs, or crime.
- viewing or receiving socially unacceptable material such as inciting hatred or violence.
- sending bullying messages or posting malicious details about others.
- ignoring copyright law by downloading e.g. music, videos, homework cheat materials etc.
- overspending on shopping and gambling sites.
- being at risk of identity fraud for money transactions.
- inappropriate relationships or prostitution.

### **What else might be of concern?**

#### **A child, young person, or adult at risk who:**

- is becoming secretive about where they are going to or who they are meeting.
- will not let you see what they are accessing online.
- is using a webcam in a closed area, away from other people.
- is accessing the web or using a mobile for long periods and at all hours
- clears the computer history every time they use it.
- receives unexpected money or gifts from people you do not know.
- does not appear to have the money they should have.

#### **A person who:**

- befriends a child, young person, or adult at risk on the internet or by text messaging.
- has links to children, young people and/or adults at risk on their social media pages especially if they work in a position of care such as a sports coach or care worker.
- is secretive about what they are doing and who they are meeting.

### **What do I do if I am concerned?**

If you have any concerns, speak to the Lead or Deputy for Safeguarding.

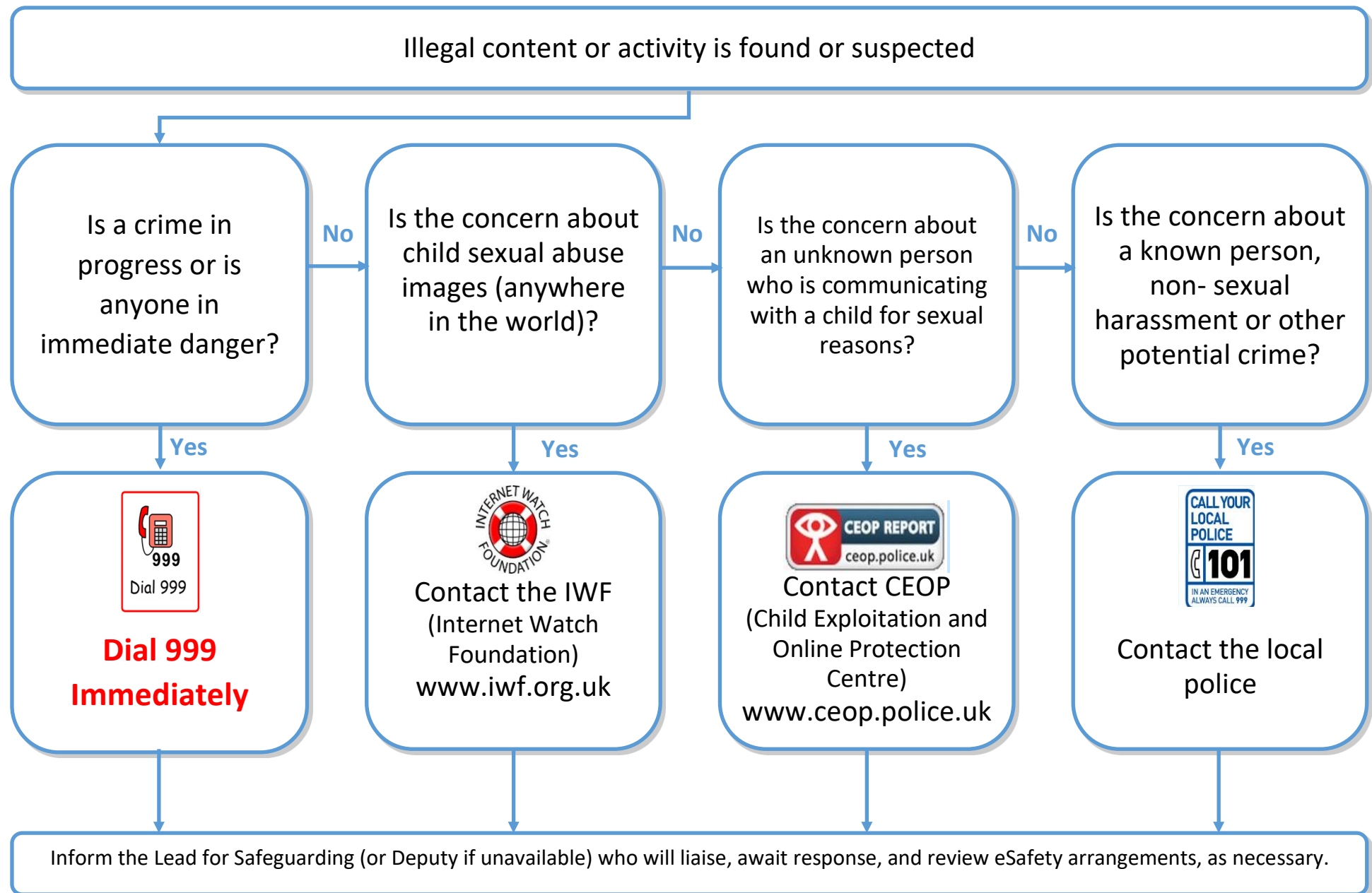
Remember:

- do not delay.
- do not investigate.



- seek advice from the Lead or Deputy
- make careful recording of anything you observe or are told

## eSafety Referral Flowchar



## **Minimising the Risks**

We will:

- talk to children, young people, and adults at risk about what they are accessing online.
- ensure everyone uses PCs, iPads, and other technology in a general space where we can monitor what is going on.
- explain the risks of giving out personal details online.
- talk about how people can be anyone they want to be online, e.g. by using misleading emails, photographs of other people, telling lies about their age, hobbies, school.
- encourage children, young people, and adults at risk to think carefully about what photographs or videos they use online. They can be used and tampered with by other people, or they may not be appropriate.
- advise children, young people, and adults at risk to only text, chat or webcam to people they know in real life.
- talk about how to identify SPAM messages or junk mail and how to delete them. This also applies to messages from people they do not know, or opening attachments.
- discuss how people hide their identities online and the importance of never meeting new online “friends” in real life.
- make sure children, young people and adults at risk understand they can always talk to us, or their parents and/or carers, about anything that makes them feel uncomfortable.
- look on the internet together for information about how to deal with or report problems.
- talk about how/when information or images get on to the internet, they can never be erased.

## **Photography & Filming Guidance**

The use of photography is important to record the successes and achievements of children, young people and adults at risk in their lives and activities. However, it is vital to remember that photography can be used and distributed inappropriately including on the Internet.

It is therefore important to be clear about:

- explaining to parents and carers why caution is necessary
- the purpose of photos e.g. parent’s and carer’s own record, media, and publicity etc
- the content required when using a professional photographer
- informing parents and seeking their consent for any publication or media use
- publishing only limited details alongside individuals’ photos in newspapers etc
- taking photographs openly and away from changing areas
- the suitability of clothing e.g. swimsuits
- any group photos being taken only during the activity or on the premises
- all those taking photos signing a registration form, which includes the reason, use and storage of all photographs and films

The above guidance applies to any photographic and filming equipment including camera phones, digital or video cameras, which and who’s equipment is used should also be recorded on the registration form

## **Transport**

We do not provide transport for any child, young person, or adult

## **Activities, Events and Visiting Speakers/Activity Leaders**

We will always ensure visitors and activities undertaken are risk assessed and we are committed to:



- ensuring that those who run activities have the expertise, knowledge, and skills to do so properly
- completing a risk assessment which involves identifying risks and the means of reducing or eliminating those risks for all activities or events
- risk assessing any changes being made to activities or events involving
- having a written plan in place if event or activity must be cancelled
- having a written plan in place in case of emergency including contact numbers
- implementing the required actions identified by the risk assessment process and reviewing the effectiveness of these on a regular basis

### **The Late Pick Up of a Child, Young Person or Adult at Risk**

If attempts to contact the parent and nominated emergency contact fail, then the supervising adult should wait with the child, young person, or adult at risk with other staff, volunteers, or parents wherever possible.

Staff paid and unpaid should avoid:

- taking the child, young person, or adult at risk home or to another location.
- waiting alone with the child, young person, or adult at risk in a vehicle or at the venue.
- sending the child young person or adult at risk home with another person, without parental consent.
- leaving the child young person or adult at risk alone.

If all attempts to make contact fail, it may be advisable to contact the police for advice.

### **Child, Young Person or Adult goes Missing**

If a child, young person, or adult at risk goes missing from the group or organisation it should be reported to the police. Use 999 where there is a concern that they cannot be found or are vulnerable.

A missing person may be assessed as 'at risk' if they fit one or more of the following categories.

- is under 16
- has expressed feelings of suicide
- has dementia
- has been acting totally out of character
- has mental health issues
- is under increased stress
- has an illness or a physical disability
- has a learning disability
- needs regular medication/care
- is an addict

The Lead or Deputy should be informed as soon as possible, and all details and actions recorded dated timed and signed.

### **First Aid**

Our First Aiders have completed specific training as set out by the Health and Safety Executive (HSE). They hold valid and up to date certificates of competence issued by an organisation whose training and qualifications are approved by the HSE.

The duties of a First Aider are:

- to give immediate First Aid to children, young people, adults at risk, staff or visitors when needed
- to ensure that an ambulance or other professional medical help is called when necessary

Our organisation undertakes to ensure there is always a trained first aider on site at our venues or, if other venues used such as schools or training centres, that they have appropriate first aid cover.

We also provide training and guidance on dealing with hazardous materials such as blood, other bodily fluids, and chemicals. We ensure sufficient equipment is available to deal with accidents or spillage.

All incidents will be reported and recorded in the First Aid and Incident Accident Books.

### **Buildings and Venues**

Safeguarding risk assessments will be carried out on all building and venues used by our organisation or by the host's venue management, such as schools or training centres

The safeguarding risk assessment should cover

- access especially how people enter and leave the building
- signing in protocol
- use of keys
- toilets and changing rooms
- any outside space
- car parks
- any other relevant issues

### **Ethical fundraising**

We do not take part in any fundraising on behalf of our organisation

### **SAFE Recommendations**

To attain and retain our SAFE Award everybody needs to be vigilant in adhering to this policy and assessing the risks of their own work and activities. These risk assessments will be carried out annually by the Lead and/or Deputy. However, it is the responsibility of everyone to draw attention to practices and procedures that they are unhappy or uncomfortable with.

It is only through adopting SAFE policies and practices that we can all be confident we have done everything we can to safeguard the children, young people, and adults at risk in our care. (For large organisations safeguarding audits may optionally be carried out by the SAFE team every three years for each site.)

### Related policies

The following policies demonstrate and support our shared commitment to safeguarding and prevent by promoting the welfare of its stakeholders: -

Anti-Bullying and Harassment policy	Public Interest Disclosure (Whistleblowing) policy
E-Safety policy	Safer Recruitment and Selection policy
Equality and Diversity policy	Disciplinary and Grievance Code of Conduct policy
Data Protection and IT Security and Information Policies	Admissions policy
Health and Safety including risk assessment policy	Lone Working policy
Children and Vulnerable Adults policy	Complaints Policy
External Guest Speakers and Visitors Policy	Student Confidentiality policy
Educational visits and trips including guest speaker's policy	Code of conduct for contractors /supply chain

We will review and update all our policies on an annual basis or sooner if the legislation or guidance updates are changed.