



Meningitis Now

Safeguarding Children,

Young People and Adults

Policy



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Safeguarding Children, Young People and Adults Policy

Organisation Name: Meningitis Now

What is Safeguarding?

Safeguarding refers to the procedures that are in place to ensure that the human rights, health, and wellbeing of individuals are protected in such a way that they may live a life free from neglect, abuse or harm.

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 or engage with our charity such as through the Helpline, via social media or through our everyday interactions with supporters.

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.

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 our Trustees 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 come into contact with Meningitis Now e.g. children, young people, adults at risk, their parents, carers, families and others such as partners and fundraisers.

Policy Aim

As members of SAFE, we aim at all times to attain best safeguarding practice throughout all our activities with children, young people, adults at risk, their parents, carers and/or families. 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: Claire Donovan
- Role: Helpline and Information Manager
- Contact details: 01453 769075 Mobile: 07587 554855 Claired@meningitisnow.org

Our Deputy for Safeguarding is:

- Name: Beverly Corbett
- Role: Director of Information and Support
- Contact details: 01453 769032 BeverleyC@meningitisnow.org

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; and
- ✓ arranging training for all staff

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

Additional Senior Lead for Safeguarding

Our Additional Senior Lead for Safeguarding is:

- Dr Tom Nutt (CEO): 07468 476069/01453 769009 TomN@meningitisnow.org

Why do we need a Safeguarding Policy?

All organisations that work or come into contact with children, young adults and/or adults at risk need to have safeguarding policies and procedures in place.

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 and Trustees 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 and volunteers 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, relevant to their role; and
- 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

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
- as a result 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. Our privacy policy can be found here: <https://www.meningitisnow.org/support-us/who-we-are/data-protection/privacy/>

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 about a person or practice within the organisation, which could 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 Charity Commission.

All media enquiries will be handled by the **Director of Fundraising and Communications: Trevor Reid**
Our full whistleblowing policy can be found in our staff handbook.

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 where necessary. Within our organisation the decision to share written information, and with whom, will be undertaken by the Lead or the Deputy for safeguarding after full collaboration with the staff involved with the case.

Any collaboration should not delay a referral. **Where someone is in immediate danger, dial 999.**
Our Sharing Personal Information Policy can be found in our staff handbook.

Safer Recruitment

Our organisation is committed to safe recruitment in line with the relevant legislation and guidance from government and Charity Commission for recruiting all staff, paid or unpaid. We do this by:

- advertising vacancies with a clear commitment required to safeguarding
- assigning all posts detailed job descriptions for paid staff and role descriptions for all volunteers
- obtaining full personal details via an application form (not CVs) with particular 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, as amended
- always taking up two written references, one from the most recent employer or education establishment
- undertaking all interviews face to face (including video calls) based on the job description
- 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 ID and criminal records check at the appropriate level, including Certificate of Good Conduct for foreign nationals and the [International Child Protection Certificate \(ICPC\)](#) for anyone who has lived in the UK and also travelled overseas
- ✓ a follow up of written references by telephone if relevant to the vacant post
- ✓ a check of essential qualifications
- ✓ confirmation of the Right to Work in the UK for employed personnel
- ✓ fitness to work as relevant.

Induction and Training

We have a clear induction and training strategy with 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.

We also agree a probationary period of 6 months with clear goals followed by appraisals at regular intervals with the line manager.

Safeguarding training:

- is required every 2 years (online) or three years (face to face);
- staff working directly with young people can undertake the free online government training for PREVENT/Channel; and
- an awareness of FGM is included in our safeguarding training.

*Volunteers receive information about safeguarding in their welcome/induction pack. Volunteers working directly with children & young people or adults at risk receive safeguard training appropriate to their role.

Working Practices

Consent

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

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

We use the NSPCC guidelines for staff ratios and ensure there is always a minimum of two responsible adults present for any activity. A safeguarding checklist is completed, where appropriate, as part of our risk assessment for the activities organised by Meningitis Now.

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 support or activity provided is suitable for one-to-one working;
- ✓ the lone worker has been recruited, trained and supervised to undertake this particular role;
- ✓ that health and safety issues have been identified and recommendations followed;
- ✓ safeguards are in place to protect individuals' rights to safe working practice;
- ✓ safeguards are in place in relation to strategies for emergency situations; and
- ✓ accurate and relevant written recording is maintained following any care and activity, signed and dated.

Our Lone Working Policy can be found in our staff handbook

Home Visits

Home visits will only be made when necessary and booked by the organisation. Our overarching principles are that each home visit will be carefully planned and recorded and include:

- who is being visited;
- the purpose of the visit;
- who will carry out the visit;
- the time expected to carry out the visit;
- who will also be present during the visit;
- members of staff paid or unpaid, and others; and
- any physical contact which may be required and will be undertaken in line with the code of conduct within this policy.

All home visits will be made in a polite and friendly manner. Personal relationships or showing favouritism must not happen.

Any safeguarding concerns raised and any untoward incidences, such as no access or a child being at home alone, should be followed up, recorded, and managed in line with this safeguarding policy.

Our Lone Working and Home Visit policies can be found in our staff handbook

Young People who work in our Organisation

All young people who are undertaking volunteer work 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 come into contact with. Any disclosures, observations of possible harm or disturbing behaviour must be reported to the Lead or Deputy immediately.

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 are recorded as relevant e.g. parents, carers, school representatives and any supervisors, with emergency contact numbers.

We will check with the relevant local authority's education welfare team to see if an employment permit is required for any young people working with us and, in the cases of live performances, if a child performance licence is required.

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 touch required, to carry out an activity or training is within relevant guidelines and is safe and appropriate;
- ✓ 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;
- ✓ follow our safeguarding policy at all times;
- ✓ make activities fun and enjoyable.

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 carefully record the facts e.g. is what you are observing and being told about an injury consistent with the injury?

- Abuse related to faith or belief
- Alcohol and Substance misuse
- Breast Ironing

- Carrying offensive weapons
- Child criminal and sexual exploitation including County Lines*
- Child on child abuse, including sexual violence and upskirting
- Concealed pregnancy
- Criminal exploitation
- Discriminatory
- Domestic violence, including "honour" based abuse
- Emotional
- Exploitive use of technology
- Female Genital Mutilation (FGM)
- Financial or material abuse
- Forced marriage
- Gangs
- Gambling
- Hate and "mate" crime
- Hazing and initiation rites
- Hoarding
- Modern slavery
- Neglect and acts of omission
- Online safety
- Organisational or institutional
- Psychological
- Physical
- Radicalisation
- Self-neglect
- Sexual
- Trafficking

* County Lines is a term used for urban gangs exploiting young people into moving drugs from a hub, e.g. large city, into other markets - suburban areas and market and coastal towns - using dedicated mobile phone lines or "deal lines"

Handling Disclosures

When a disclosure is made by a child, 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; and
- 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; or
- they are themselves abusing or likely to abuse someone else.

Responding to Concerns

We ensure and emphasise that everyone in our organisation understands and knows 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; or
- 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 must ensure that the concern is referred 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 and Wales 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, social care services, LADO, the Charity Commission, Protect or the NSPCC (child concerns only) when they are concerned the organisation is not managing safeguarding concerns appropriately

**CONSULT,
MONITOR
AND RECORD**

*Complete a
Safeguarding
Concern Form –
(Staff Hub under
Safeguarding)*

**Any consultations should not delay a referral.
In an emergency do not delay: dial 999**

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 child, 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
- stored safely and securely by the Lead or Deputy for Safeguarding

Handling Allegations / Dealing with Complaints / Disciplinary & Grievance Procedures

Our policies and procedures are in line with the statutory guidance, Charity Commissions 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 Local Authority Designated Officer/LADO with regards to children England and Wales only) and/or the police before making an open decision about the best way forward.

See Safeguarding Allegations Flowchart in the Staff Handbook for more information.

In the case where the Safeguarding Lead is implicated, the Deputy should be informed. In the exceptional circumstances that both are involved, the person raising the concern will inform the Additional Senior Lead/CEO. If there is a belief that the concern has not been taken seriously or acted upon then any one can “Whistleblow”.

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 and Wales only). Our management are responsible for making referrals to the relevant:

- criminal records service
- Regulatory Authority i.e. The Charity Commission
- Relevant 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; and
- 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; and
- record all incidents with observations and witness statements, and action taken, signed, timed and dated.

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; and
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; and
- 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 don't know; or
- 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; or
- 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.



Is a crime in progress or is anyone in immediate danger?

Yes
→

 **Dial 999 Immediately**

No
↓

Inform the Safeguarding lead or deputy who will take the following steps, if not available, you must take action:

Is the concern about child sexual content anywhere in the world?

No
→

Is the concern about a person communicating with a child for sexual reasons?

No
→

Is the concern about a known person, non-sexual harassment or other potential crime?

Yes
↓


Contact the IWF
(Internet Watch Foundation)
www.iwf.org.uk

Yes, Child
↓

Yes, Adult
→


Contact CEOP
(Child Exploitation and Online Protection Centre)
www.ceop.police.uk

Yes
↓


Contact the local police

↓

↓

↓

Record the concern and the Lead/Deputy for Safeguarding will liaise, await response, advise you and review eSafety arrangements as necessary.

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. e.g. [Thinkuknow](#)
- talk about how/when information or images get on to the internet, they can never be erased.

See our E-safety Agreement for Young People for further information (Staff Hub, Safeguarding folder).

Photography & Filming Guidance

Both still and moving images are key to recording the successes and achievements of children, young people and adults at risk in their lives and activities. However, it is vital to remember that images (especially digital images) can be used, shared, stored and/or distributed inappropriately, and that their storage and use must comply with the UK GDPR.

It is therefore important to be clear about:

- explaining to parents and carers why caution is necessary
- the purpose of images 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 necessary identifying details alongside individual’s photos in newspapers, websites etc
- taking photographs openly and away from sensitive areas (changing rooms, toilets, etc)
- 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 also identifies the purpose and use of any images
- ensuring secure storage of all images
- identifying how long unused images will be retained
- identifying how long copies of published images will be retained

The above guidance applies to all still and moving images, however they are created (mobile phone, still camera, video camera etc). The type of equipment and the equipment's owner should also be recorded on the registration form.

Please see the Staff Handbook for the *Filming and Photograph Policy*. details. The above should also be read in conjunction with our *Use of Social Medical Policy*.

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 children, young people and adults at risk;
- having a written plan in place if event or activity has to be cancelled;
- having a written plan in place in case of emergency including contact numbers; and
- 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 or adult home or to another location;
- waiting alone with the child or adult in a vehicle or at the venue;
- sending the child or adult home with another person, without parental consent; and
- leaving the child or adult 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
- is in need of 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. See the Staff Hub, Safeguarding folder our *Missing Child/Person Policy*.

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; and
- 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, or, if other venues are used 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 following the guidance found in the Staff Handbook, *How to report an accident, incident or near miss*.

Buildings and Venues

Safeguarding risk assessments will be carried out on all building and venues used by our organisation. 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; and any other relevant issues.

See the Staff Handbook, *General Risk Assessments*, for more information.

Ethical fundraising

We are committed to our fundraising being:

- **Legal:** All fundraising must meet the requirements of the law.
- **Open:** Fundraisers must be open with the public about their processes and must be willing to explain (where appropriate) if they are asked for more information.
- **Honest:** Fundraisers must act with integrity and must not mislead the public about the cause they are fundraising for or the way a donation will be used.
- **Respectful:** Fundraisers must demonstrate respect whenever they have contact with any member of the public




SAFE Recommendations

Everybody needs to be vigilant in adhering to this policy and assessing the risks of their own work and activities. These Safeguarding 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.

Policy Date

This policy was agreed and disseminated on **23rd May 2023** and will be reviewed annually or when there are substantial organisational changes. **Policy Review Date: May 2024**

Signed by Lead for Safeguarding Claire Donovan	
Deputy for Safeguarding Beverley Corbett	
Additional Senior Lead Dr Tom Nutt	
Date: 23 rd May 2023	

