



## **Statement of Southwark Group of Tenants Organisation (SGTO) Children and Vulnerable Adults Safeguarding Policy**

### **PART ONE General Statement of Policy**

#### **1. General Policy**

Southwark Group of Tenants Organisation (SGTO) is firmly committed to the belief that all children and vulnerable adults have a fundamental right to be protected from harm and fully recognises its responsibility for child and adult protection. The safety and protection of all vulnerable people that SGTO supports is paramount and has priority over all other interests, unless life is at imminent risk. All SGTO's Board members, employees, volunteers and contractors are required to comply with the procedures contained within this policy.

There are five main elements to the policy:

- ensuring that SGTO practices safe recruitment in checking the suitability of staff and volunteers to work with young people and vulnerable adults;
- raising awareness of child protection and vulnerable adult issues amongst all paid and unpaid staff;
- developing and implementing procedures for identifying and reporting cases or suspected cases of child or adult abuse;
- supporting the child or adult who has been abused;
- establishing a safe environment in which children and adults can develop and grow, where they are able to talk and be listened to.

## **PART TWO Definitions**

### **2.1 Definitions**

The following definitions apply throughout the Safeguarding Policy and associated procedures:

#### **Child or Children**

The Children Act 1989 defines a child as a person under eighteen, for most purposes, so includes young people up to 18 years of age.

#### ***Regulated activity***

***Regulated activity in relation to children can be split into two main categories, these include activities and places of work.***

Those working in specified activities will be classed as engaging in regulated activity. Put simply, this is anyone who is **teaching/training/instructing/coaching/caring for or supervising children**.

Anyone who is carrying out such a role or providing health or personal care would most likely be eligible for and require an enhanced DBS check, with a children's barred list check.

Applicants would also be classed as working in regulated activity if they were working in a specified establishment. These include, but are not limited to:

- Schools
- Children's homes
- Nurseries

Permanently working in these institutions would mean a person was engaging in regulated activity, e.g. those working as teachers, nursery nurses, or caretakers.

For those who work in these establishments sporadically, such as contractors or photographers, their eligibility for a check would be determined by the frequency of their work. To require and be eligible for a DBS check they would need to work in any one of these specified places **more than three times in a 30-day period**.

If the employee regularly carries out a regulated activity with children and young people i.e. at least once a week or on 4 or more days in any 30 day period or overnight for the same organisation then they will require a DBS check

Whether someone is working in regulated activity in relation to vulnerable adults is not necessarily determined by their place of work, but on six defined types of activity. A basic outline of these is:

- Providing personal care
- Providing healthcare
- Providing social work
- Assistance with conducting an individual's own affairs
- Assistance with household matters
- Conveying to a place of care/social work

All of these activities encompass specific examples of actions/roles which would be classed as regulated activity.

However, the key point to remember when considering if a role is classed as regulated activity is the level and nature of contact with vulnerable adults.

The activities described above are only classed as regulated activity if they're done as part of a commercial role e.g. paid or voluntary through an organisation.

Those helping with a vulnerable adult's care or general household matters on a personal basis, such as their relatives or neighbours, would not be classed as engaging in regulated activity.

It's also important to note that **anyone who is responsible for the day to day management/supervision of those carrying out regulated activity is also engaging in regulated activity**. Consequently, they would also require and be eligible for an enhanced DBS check with applicable barred lists.

## Young Person

The term young person will include those aged between 5 and 24 years. For the purposes of this policy, a young person aged under 18 years is regarded as a child and a vulnerable adult includes all people aged 18 and over subject to the criteria of the Protection of Vulnerable Adults Scheme (PoVA 2004) Scheme.

## Vulnerable Adult or Adults

The Protection of Vulnerable Adults Scheme (PoVA 2004) defined a vulnerable adult as a person aged 18 or over who has a condition of the following type:

- A substantial learning or physical disability;
- A physical or mental illness or mental disorder, chronic or otherwise, including addiction to alcohol or drugs;
- A significant reduction in physical or mental capacity.

## 2.2 Forms of abuse

The Children Act 1989 defines four types of abuse: physical, emotional, sexual and neglect. These categories of abuse apply and will be relevant to vulnerable adults as well as to children who SGTO has contact with as part of its activities and social care role with people of all ages.

### Physical Abuse

Physical abuse may take many forms e.g. hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating.

It may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child or vulnerable adult. This unusual and potentially dangerous form of abuse is now described as fabricated or induced illness.

## **Emotional Abuse**

Emotional abuse is continual emotional ill treatment causing severe and persistent effects on the child or vulnerable adult's emotional development and may involve:

- conveying the message that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person;
- imposing developmentally inappropriate expectations;
- causing the child or vulnerable adult to feel frightened or in danger – e.g. witnessing domestic violence;
- exploitation or corruption of children, young people or vulnerable adults.

Some level of emotional abuse is involved in most types of ill treatment, although emotional abuse may occur alone.

## **Sexual Abuse**

Sexual abuse involves forcing or enticing a child or vulnerable adult to take part in sexual activities, whether or not they are aware of what is happening and includes penetrative and non-penetrative acts.

It may also include non-contact activities such as looking at, or being involved in, the production of pornographic materials, watching sexual activities or encouraging children or vulnerable adults to behave in sexually inappropriate ways.

## **Neglect**

Neglect involves the persistent failure to meet basic physical and/or psychological needs, which is likely to result in serious impairment of the neglected person's health and development. It may involve failure to provide adequate food, shelter or clothing, failure to protect from physical harm or danger or failure to ensure access to appropriate medical care or treatment. It may also include neglect of basic emotional needs.

Staff should also be aware of other factors which influence these forms of abuse such as racial or homophobic abuse.

## **2.3 Status of Policy**

This policy applies to all the Board, employees and volunteers. Its purpose is to protect the personal safety of all children, young people and vulnerable adults using the facilities, resources and activities provided by SGTO actively promoting awareness, good practice and sound procedures. The Board will review this policy regularly and as informed by risk assessments relating to all activities of SGTO.

## **PART THREE**

## Procedures

### 3.1 Personnel/Recruitment and DBS

The Board, employees and volunteers are required to provide references that SGTO deems appropriate, which are always verified.

All paid and unpaid staff involved in regulated or intensive contact with vulnerable people as part of their work for SGTO] will be subject to the Disclosure and Barring procedures of the Disclosure and Barring Service (DBS).

If the job or role is eligible then a DBS 'Standard', 'Enhanced' or 'Enhanced check with list checks' as appropriate a check will be carried out.

No new members of the Board, employees or volunteers should start employment or voluntary work until references have been verified and ,where one is required, DBS checks received. If this is not possible then new Board members, employees and volunteers must not be involved with regulated activities as set out in section 2 until references and DBS checks are completed. Details of the checks to be carried out are set out in Part 5.

All members of the Board, employees and volunteers will receive, and will be required to read and sign, the Safeguarding Policy. All members of the Board, employees and volunteers will receive regular support in their work with children and vulnerable adults.

DBS checks can be completed on line and usually take 7-14 days to be approved.

<https://www.gov.uk/government/collections/dbs-eligibility-guidance> provides guidance on who needs a DBS check and at what level.

The DBS barred lists are maintained by the Disclosure and Barring Service. There are two of them – one is a list of people who have been barred from working with children, and the other is a list of people who have been barred from working with vulnerable adults.

The barred lists allow the DBS to keep a record of people who aren't permitted to engage in 'regulated activity' with children and/or vulnerable adults (we'll explain this later) in an effort to prevent those people from doing jobs they're unsuitable for.

A barred list check can be requested as part of an enhanced DBS check, but only if the applicant is eligible.

It is an offence to employ a person to do work with children or vulnerable adults if they've been barred from doing so.

### 3.2 Responsibilities

All employees, trustees and volunteers working on behalf of SGTO have a responsibility for the welfare of the children and vulnerable adults that they work with, in relation to their

position/employment.

All employees, trustees and volunteers have a duty to ensure that any suspected incident, allegation or other manifestation relating to child and vulnerable adult protection is reported using the reporting procedures detailed in this policy.

SGTO has a Designated (Margaret Onwuta) Safeguarding Officer and a nominated deputy. The Manager, or their deputy in his or her absence, or if there isn't a paid worker post, the Chair of the Management Committee must also be informed of issues which arise under this policy. The Designated Safeguarding Officer and Deputy Safeguarding Officer are responsible for child and vulnerable adults protection and the implementation of this policy. It is the responsibility of the Designated Safeguarding Officer to take appropriate action following any expression of concern and make referrals to the appropriate agencies.

### **3.2.1 Designated Safeguarding Officers**

The Designated Safeguarding Officers will attend training as appropriate and make referrals to external agencies. Other aspects of their role include:

- obtaining information from Board members, staff, volunteers, children, vulnerable adults, parents or carers who have concerns relating to the protection of children or vulnerable adults and to record this information;
- assessing information quickly and carefully and asking for further information where appropriate;
- consulting with statutory child and vulnerable adults protection agencies e.g. the local social services department and police, to clarify doubts or worries;
- making referrals to Social Services, the Disclosure and Barring Service or the police, without delay.

All Board members, employees and volunteers will be made aware of the named Designated Safeguarding Officers and how to contact them. Contact details also appear in Part 12 of this policy. The Designated Safeguarding Officers have contact telephone numbers for the local Area Safeguarding Boards and other statutory agencies.

### **3.3 Reporting Procedures: What to do if you suspect someone is being abused**

All Board members, staff, volunteers and others working in direct or indirect contact with children and vulnerable adults as part of the organisation's activities or as part of the environment where the activities take place, must be alert to the signs of abuse. Anyone who suspects that abuse is taking place in this environment or to whom a child or vulnerable adult discloses issues relating to safeguarding should contact the Designated Safeguarding Officer immediately.

Any suspicion or allegation must be reported as soon as possible on the day of the occurrence to the Designated Safeguarding Officer. Disclosure or evidence for concern may occur in a number of ways including a comment made by a child or adult, physical evidence such as bruising, a change in behaviour, or inappropriate behaviour or knowledge.

It is the responsibility of the Designated Safeguarding Officer to liaise with other relevant agencies where necessary and seek clarification from the Safeguarding and Protection Unit of the local Constabulary if there is any concern about the validity of any allegation.

Any suspicion or allegation of abuse must be recorded by the observer/s on the appropriate incident reporting form. This form must be kept strictly confidential and stored securely following the General Data Protection Regulations Procedures of 2018 or later subsequent legislation. All employees and volunteers are instructed to report the disclosure or discovery of abuse or alleged abuse directly to their Line Manager who will inform the Designated Safeguarding Officer.

All trustees will report such incidents directly to the Designated Safeguarding Officer.

All stages of the reporting procedure must be documented, marked CONFIDENTIAL and stored securely following the procedures laid out in the General Data Protection Regulations Policy.

### **3.4 Allegations against employees, trustees or volunteers**

When any form of complaint is made against an employee or volunteer, it must be taken seriously and the complaint should initially be dealt with by the Manager or the most senior staff member on site at the time the complaint is made. The senior staff member must report the complaint to the designated Safeguarding Officer immediately, giving details of the circumstances. If the designated Safeguarding Officer is unavailable (or is the person against whom a complaint has been made) the Chair or in their absence Vice Chair of the Board must be informed immediately and they will deal with the complaint and ensure that the designated Safeguarding Officer is informed.

If any of the above (Chair, Vice Chair, Manager or the designated Safeguarding Officer) is the person against whom a complaint has been made they will be excluded from the processing of the complaint.

The Manager or the Chair/Vice Chair will attend the site of the allegation to gain an initial account of what has occurred from all relevant parties, including the person against whom the allegation has been made. If this is not possible, contact will be made by telephone.

The Manager or the Chair/Vice Chair will have the right to suspend from duty and/or the premises, any person who is a party to the allegation until a full investigation has been made in line with SGTO's Disciplinary Procedures or the Code of Conduct.

This action does not prejudice the outcome of the investigation of the complaint or imply in any way that the person suspended is responsible for, or is to blame for, any action leading up to the complaint. The purpose of any such suspension is to enable a full and proper investigation to be carried out in a totally professional and objective manner.

It is the responsibility of the Safeguarding Officer to make the decision as to whether to inform Social Services, NHS Community Mental Health Team (CMHT) and/or the Safeguarding Unit of the local Constabulary, depending on the nature of the allegation. They may also need to follow their legal duty to report the case to the Independent

Safeguarding Authority (See 7 below).

SGTO will co-operate fully with the Police, Social Services, the NHS and all other parties involved.

The Manager or his/her nominated deputy will ensure that the Chair of SGTO, or in his/her absence the Vice-Chair, Secretary or Treasurer, is fully briefed. An agreed statement will be prepared for the purpose of accurate communication with external sources and for the protection of the legal position of all parties involved.

The Manager or his/her nominated deputy will make a full written report of the incident and the actions taken. This report will be stored securely following the procedures detailed in the General Data Protection Regulations Policy.

### **3.4.1 Resignation**

If, during the course of an investigation relating to safeguarding, an employee tenders his or her resignation, or ceases to provide their services, SGTO is not prevented from following up an allegation in accordance with these procedures.

Every effort will be made to reach a conclusion, including in cases where the person concerned refuses to co-operate with the process.

See also:

PART SEVEN: Reporting cases to the Independent Safeguarding Authority, and  
SGTO's]:

- i) Disciplinary Procedure
- ii) Code of Conduct
- iii) Complaints Procedure

## **PART FOUR Confidentiality**

### **4. Confidentiality**

All employees and volunteers must work under the principle that confidentiality is extremely important and plays a large part in much of the work carried out with children and vulnerable adults. However, under no circumstances will any individual in the employment of SGTO or acting as a volunteer, keep confidential any information that raises concerns about the safety and welfare of a child or vulnerable adult. This statement relating to confidentiality is made known to all who access any provision of SGTO.

## **PART FIVE Recruitment**

### **5. Safe recruitment of staff**

SGTO undertakes to ensure that paid and unpaid staff are suitable to work in an environment where they will encounter children and vulnerable adults as part of the Organisation's work. It also reserves the right to refuse to employ staff or volunteers whom it has a reasonable belief may pose a risk to children and vulnerable adults.

SGTO has systems in place to prevent unsuitable people from working with children or vulnerable adults and to promote safe practice. These systems apply to all new staff and volunteers and require the following checks to be made on appointment:

- A minimum of two references, satisfactory to SGTO one of which should be from a previous employer;
- Documentary evidence checks of identity, nationality, residency and "right to work" status;
- DBS Check at the level relevant for the job/role;
- Documentary evidence of qualifications;
- Satisfactory completion of the probationary period.

## **PART SIX The Disclosure and Barring Scheme**

### **6. Vetting and Barring**

The Protection of Freedoms Act 2012 places a duty on SGTO to undertake an Enhanced check with list checks with the Disclosure and Barring Service for all staff and volunteers supervising or carrying out regulated activity with children or vulnerable adults.

SGTO carries out appropriate DBS checks on all staff whose jobs or roles are eligible for one. .

## **PART SEVEN Disclosure and Barring Service (DBS)**

### **7. Reporting cases to the Disclosure and Barring Service**

SGTO has a statutory duty to make reports and provide relevant information to the DBS where there are grounds for believing, following an investigation, that an individual is unsuitable to work with children or adults in certain regulated activities, or may have committed misconduct. The responsibility for reporting cases to the DBS lies with the Designated Safeguarding Officer.

The DBS make barring decisions for Section 142 of the Education Act (formally known as List 99), The Protection of Children Act List (PoCA) and the Protection of Vulnerable Adults List (PoVA) and the Protection of Freedoms Act 2012. This has now been combined as part of the Vetting and Barring Procedures of the DBS.

## **PART EIGHT Supporting Staff**

### **8. Support for Staff**

8.1 All staff and workers who come into direct contact with children and vulnerable adults must undertake training on the subject of safeguarding. This Policy will be issued to all new staff as part of their induction.

SGTO is aware that safeguarding cases can be distressing and that both paid and unpaid staff who have been involved may find it helpful to talk about their experiences, in confidence, with the Designated Safeguarding Officer or with a trained counsellor. Staff wishing to be referred for counselling should contact their line manager or the Designated Safeguarding Officer.

### **8.2 Whistleblowing**

Any member of staff who raises an issue where they believe the employer, a fellow employee or any volunteer is acting in a way which is unlawful or falls below proper standards or contrary to this policy are protected by the Public Disclosure Act 1998, provided they comply with statutory procedures.

Any employee looking at whistleblowing can do so by using the grievance procedure and in the first instance should discuss it with their Line Manager, the Chair of the Management Committee or the Safeguarding Officer.

Any volunteer with such concerns must raise it with the person responsible for their management or the Chair of the Board. Anyone involved in whistleblowing will be supported and the organisation will ensure that proper procedures are followed.

## **PART NINE Equal Opportunities**

### **9. Equality of Opportunities**

As part of the community served by SGTO all children and vulnerable adults have the right to be safeguarded from harm and exploitation whatever their race, religion, gender, sexuality, age or disability. This policy relates to the Organisation's legal obligation to protect children and vulnerable adults who are suffering forms of abuse as defined in the Children Act 1989 and Safeguarding Vulnerable Groups Act 2006 and is therefore in line with SGTO's equality and diversity policies.

See also SGTO's:

- i) Equalities policy
- ii) Employment and Recruitment Policy

## **PART TEN** **Operational Practices Policy**

### **10.1 The use of cameras, videos, or camera mobile phones**

SGTO may take photographs of children and young people participating in activities and events. At all times written, signed permission from parents/guardians/carers will be obtained **before** photographs are taken.

SGTO reserves the right to prohibit the use of cameras, videos and mobile telephones with picture taking capacity on its land and within any of its properties or at events it promotes.

Used security videos will be kept in a secure place and when no longer needed shall be destroyed. See CCTV policy.

### **10.2 Employee Ratios**

The ratio of employees/volunteers to children will be one to eight for those aged 8 years and under and one to ten for those aged 9 years or over as laid down by guidance issued under the Children Act (1989).

Where a Governing Body or Government guidelines require a higher ratio of employees/volunteers to the number of children and vulnerable adults then that ratio will override the minimum ratios set above.

Outdoor adventure activities will always have a minimum of 2 appropriately trained adults, one of which must be an employee of SGTO who will hold a First Aid at Work qualification.

In all but exceptional circumstances there will be two employees present when transporting children and vulnerable adults in a minibus or other forms of public and private transport. The ratio of employees/volunteers working with children and vulnerable adults with special needs will be as laid down under the Special Needs section.

### **10.3 Signing in and out**

All children aged 18 and under and vulnerable adults attending a SGTO organised activity with a duration of less than one hour will be checked against a register. All children and vulnerable adults attending a SGTO organised activity that lasts longer than one hour must be signed in/out by a parent/guardian/carer. This applies to all SGTO organised activities, regardless of their location.

### **10.4 Outside Organisations**

Any club, society, organisation or individual undertaking activities on SGTO's behalf involving children aged under 18 and vulnerable adults will be required to either adopt

SGTO's Safeguarding Policy or show proof that they have their own robust policies.

Any club, society, organisation or individual undertaking any activity that has been sanctioned by SGTO which involves children aged under 18 on SGTO's land or in its premises will be required to adopt SGTO's signing in and signing out procedures.

Any club, society, organisation or individual working with children and vulnerable adults who refuse to adopt SGTO's policies, signing in and signing out procedures or adopt their own robust policies and procedures will not be permitted to use SGTO's facilities.

Any club, society, organisation or individual working with children and vulnerable adults will be subject to random spot checks periodically by SGTO's employees to ensure policies and procedures are in place and being implemented.

## **PART ELEVEN**

### **Special Needs Policy**

#### **11. Special Needs**

All SGTO's employees, volunteers and contractors are required to comply with the procedures contained within this policy.

This Special Needs Policy works in support of SGTO's established Children and Vulnerable Adults Safeguarding Policy which requires all employees, trustees and volunteers to be checked, as appropriate and necessary, through the Disclosure and Barring Service before coming into contact with any child or vulnerable adults taking part in SGTO's organised activities.

##### **11.1 Medication**

###### **11.1.1 Screening**

Screening must take place prior to the commencement of activities and will complement SGTO's booking procedures. Screening will include illnesses, medication, health, emergency numbers and, in certain cases, special reference to asthma sufferers and inhalers, epilepsy and allergies and whether the child is able to administer their own medicines. Screening must include a medication sheet for children and vulnerable adults with individual medical requirements e.g. dosage, symptoms, times to be administered, doctor's surgery number, etc.

SGTO is within its rights to turn away a child or vulnerable adult with a medical condition which a parent has neglected to inform SGTO about during the screening process.

###### **11.1.2 Contagious illness**

The screening form will indicate that SGTO will not accept any child or adult suffering from a contagious illness and they will be turned away.

## **11.1.3 Three to Five Years old**

For activities where 3 – 5 year olds are left in the sole care of SGTO and where medication needs to be administered, parents will be required to return to administer the medication at the appropriate time. Where a child needs help to administer an inhaler, employees must first be given written, signed consent from parents/guardians/carers.

## **11.1.4 Six Plus**

Parents will be asked to leave written, signed consent in order for any medicines to be given or overseen. It is the parent's responsibility to inform employees or volunteers whether their child has an inhaler and where it is kept. It should be clearly labelled with the child's name and, where the child may need assistance in taking an inhaler, written, signed consent must be given first.

## **11.1.5 A child six years and older requiring injections**

It is not SGTO's responsibility to assist a child in the administering of injections. A child must either be able to administer and control their condition or be supervised by a parent guardian or carer. If a child needs to, or may need to, inject themselves during an activity, employees/volunteers must be advised during the screening process.

## **11.1.6 Dietary requirements**

Parents or carers must inform employees or volunteers if a child or vulnerable adult has specific dietary requirements that need to be adhered to. Anyone supplying food/catering to SGTO must have a complete list of all ingredients in the food they provide available at all times.

## **11.1.7 Medicines**

Employees and volunteers will be responsible for the safekeeping of any medicines. Children and vulnerable adults will be given the option of leaving inhalers in safekeeping or in their bags. All medicines must be clearly marked with the child or vulnerable adult's name.

## **11.1.8 Illness**

Should a child or vulnerable adult become ill during an activity SGTO employees will request the parent/guardian or carer to collect the child/vulnerable adult at the earliest opportunity.

## **11.1.9 Allergies**

Where nut allergies have been made known to SGTO the organisation will be responsible for writing to all parents/guardians/carers with children and vulnerable adults attending the same activity to request that parents/guardians/carers refrain from giving their children and vulnerable adults nut products in their lunch boxes. Other allergies must be indicated to staff and employees at the screening stage together

with explicit instructions on how to avoid and deal with such a situation. Children and vulnerable adults must always carry or have available their EpiPen if this has been prescribed for their condition. Children and vulnerable adults will be given the option of leaving EpiPens in safekeeping or in their bags. The screening should establish if a second EpiPen should be administered 15 minutes after the first EpiPen and when an ambulance should be called.

### ***11.1.10 Dangers of the Sun***

It will be SGTO's responsibility to inform parents/guardians and carers about the dangers of sunburn and to request that parents/guardians and carers provide children and vulnerable adults with an appropriate suntan cream and appropriate headwear. If activities are run off site then everyone should also bring sufficient water to keep them hydrated.

## **11.2 Other Special Needs**

### ***11.2.1 Clinically Diagnosed Behavioural Problems***

SGTO will require parents/guardians and carers to inform SGTO's employees during the screening process prior to the activity if their child or vulnerable adult has any known behavioural problems.

### ***11.2.2 Additional Conditions***

SGTO will take all reasonable steps to accommodate children and vulnerable adults with conditions that have been made known to employees.

### ***11.2.3 Disabled Children and Vulnerable Adults***

Children and vulnerable adults who are wheelchair users will be actively encouraged to participate in activities. However, where the safety of other children and vulnerable adults may be compromised, such as contact sports, certain disabled children and vulnerable adults may be turned away and encouraged to seek out more suitable activities for their disability.

## **11.3 Unacceptable Behaviour**

SGTO expects a reasonable standard of behaviour from the children and vulnerable adults in its care and reserves the right to remove a child or vulnerable older person from the activity. Where other children and vulnerable adults' safety and enjoyment are compromised by bad behaviour SGTO will have total discretion whether to remove the child or vulnerable adult from the activity. Where this has to be done then a full incident report will be required to be completed and kept on file.

## **PART TWELVE** **Contacting the Designated Safeguarding Officer**

### **12. The Designated Safeguarding Officer**

Name: .....CHRIS MAREGINI.....

Tel: .....0207 639 6718.....

### **Deputy Designated Safeguarding Officer**

Name: .....MARGARET ONWUTA.....

Tel: .....0207 639 6718.....

All paid and unpaid staff who are not the Designated Safeguarding Officer, but who are approached with concerns about a child or vulnerable adult, must bring the concerns raised to the attention of the Designated Safeguarding Officer, his/her deputy or their line manager immediately.

All staff to whom a vulnerable person discloses issues that may be related to safeguarding must keep written notes of concerns. The staff member must also complete an Incident Form immediately after the issues have been noted by them or reported to them.

## **PART THIRTEEN Review of Policy**

### **13. Review and Maintenance of Policy**

The Board have ultimate and absolute responsibility for Safeguarding issues. The Health and Safety subcommittee will monitor all incidents/safeguarding concerns and, working with the designated and deputy safeguarding officers, report them to the Board as soon as is practicable. The Health and Safety subcommittee, with the designated and deputy safeguarding officers, shall undertake to review this policy, its implementation and effectiveness annually and make recommendations to the whole Board. The views of all employees and volunteers shall be sought where necessary and reflected in the review process.

Any new legislation or developments in existing legislation will be considered as and when required and the policy will be updated to reflect these developments.

All employees and volunteers will receive training in child and vulnerable adult protection procedures and the training will be reviewed as and when required.

This policy was approved and agreed by the Board on the date shown below.

Signed on behalf of the Board of Southwark Group of Tenants organisation

Signature



Name (please print):

CHRIS MEREGINI

Position:

CHAIRPERSON

Date:

06.10.2022

Review dates:

### Template for a risk assessment

#### 1. Name of activity/event:

#### 2. Nature, length and frequency of contact: (Insert text describing the type of activity, length of time involved and the frequency e.g. lunch club, 1.5 hours once a fortnight.

#### 3. Safeguarding Risk Rating:

**High:** Legal Action is being taken and Protection Plan is being implemented

**Moderate:** Safeguarding Protection Plan is in place

**Low:** Safeguarding Issue has been addressed

**None:** No Safeguarding Action is taking place

#### 4. Contact

Contact Name of Employee/Volunteer	Nature of Contact	Length	Type of Contact	Risk

## 5. Health and Safety Issues

Hazard	Risk	Action	Alternative working practice

## 6. Any children or vulnerable adults particularly vulnerable:

Hazard	Risk	Action

## 7. Identified children or vulnerable adults with particular needs (medical, disability, behavioural)

Hazard	Risk	Action

## 8. Any additional requirements for DBS check?

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## 9. Safe use of ICT including CCTV

Hazard	Risk	Action

**10. Risk assessment carried out by:**  
(insert name)

**Date completed:**

**Signed off by Safeguarding Officer:**  
(insert name)

**Signature of Safeguarding Officer:**


When a Safeguarding issue is raised it is important to record what is said or seen and what action was taken. This record or any other written record should be kept in a locked cabinet. Access should be limited to only:

- the person who has completed the form
- the designated Safeguarding Officer
- The Manager/ Chair of the Board

The child/vulnerable adult can be shown this record but discretion should be used. Their permission should be sought before showing it to the parent/guardian/carer.

It may be shown to the police and/or social services, and could possibly be used in court although this is rare.

## **Guidelines for Responding to an Allegation of Abuse**

### **General Points**

- Keep calm – do not appear shocked or disgusted
- Accept what the child/vulnerable adult says without passing judgement (however unlikely the disclosure may sound)
- Look directly at the child/vulnerable adult
- Be honest
- Let them know you will need to tell someone else, don't promise confidentiality
- Be aware the child/vulnerable adult may have been threatened and fear reprisals for having spoken to you
- Never push for information or question the child/vulnerable adult as this can undermine any subsequent criminal investigation. If at any point a child/vulnerable adult decides not to continue, accept that and let them know that you are ready to listen should they wish to continue at any time.

### **Helpful things to say or show**

- Show acceptance of what the child/vulnerable adult says
- "I take what you are saying very seriously"
- "I am pleased that you have told me. Thank you for telling me"
- If appropriate,
  - "It isn't your fault and you are not to blame at all"
  - "I am sorry that happened to you"
  - "I will help you"

## **Things not to say**

- "Why didn't you say something before?"
- "I really can't believe it"
- "Are you sure this has happened?"
- "Why?" "Where?" "When?" "Who?" "What?" "How?"
- Don't make false promises to the child/vulnerable adult – like confidentiality – be honest now, any lies will be further abuse and betrayal
- Never make statements such as 'I am shocked!' or 'don't tell anyone else'.

## **Concluding the conversation**

- Reassure the child/vulnerable adult that they were right to tell you
- Let the child know what you are going to do next and tell them that you will let them know what is happening at each stage.

The following is a template that you can use:



## Appendix 2

### Record of Concerns

Name of Child/Vulnerable Adult:	
Address:	
Telephone Nos: e mail address	
Parent/Guardian/ Carers details: Name(s):	Telephone No(s): e mail address
What is said to have happened or what was seen?	
When and where did it occur?	
Who else, if anyone, was involved and how?	
What was said by those involved?	
Were there any obvious signs e.g., bruising, bleeding, changed behaviour?	

# Children and Vulnerable Adults Safeguarding Policy

Name of Child/Vulnerable Adult:
Was the child/vulnerable adult able to say what happened, if so, how did they describe it?
Who has been told about it and when?
Do the parents/guardians/carers know?

Signed .....

Date .....