

Safeguarding of Young People and Vulnerable Adults Policy

Safety Standard

Version no.	01
Page no.	1 of 6
Effective date	14/09/2022
Updated as per	14/09/2022

Target audience

<ul style="list-style-type: none"> All staff

Responsible persons

H&S contact	Stephen Carulli		
Standard owner	Stephen Carulli		
Approved by	Executive Management Team	Date	14/09/2022

Related documents

Policies	N/A
Guidance documents	<ul style="list-style-type: none"> General Arrangements for Health and Safety. Management System

Group standard compliance

<p><i>Primary responsibility for adherence to this Group Standard resides with the CEO for Group and Managing Directors for their respective units. Decisions and actions in breach of this policy can only be carried out with prior, written approval from the Executive Management Team (a 'waiver').</i></p>
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Policy update description

Revision	Date	Author	Description
A	14/09/2022	Stephen Carulli	Initial Issue

	Policy content
1.	<p>1. Purpose</p> <p>1.1. The purpose of this policy is to set out in simple terms the overall safety ambition for employees working with or for SC Safety Training Ltd to minimise risks to Health & Safety, to as low as possible.</p>

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2.	<p>2. Scope</p> <p>2.1. This policy covers all companies under the SC Safety Training Ltd and is signed by the CEO.</p>
3.	<p>3. Policy</p> <p>3.1. To promote an environment that is safe, where staff and learners treat each other with mutual respect and develop good relationships built on trust.</p> <p>3.2. To raise the awareness of all staff, teaching and non-teaching, of the need to safeguard young people and vulnerable adults and of their rights and responsibilities in identifying and reporting possible cases of abuse.</p> <p>3.3. To provide a systematic means of supporting young people and vulnerable adults known or thought to be at risk of harm.</p> <p>3.4. To ensure that appropriate risk assessments are undertaken by Centre's and other managers to ensure that learners are safeguarded.</p> <p>3.5. To ensure that relevant information about a young person or vulnerable adult at risk of harm is disseminated to appropriate staff within the centre on a 'need to know' basis.</p> <p>3.6. To ensure that all staff who have access to young people or vulnerable adults have been checked for their suitability.</p> <p>Definitions</p> <p>For the purposes of the Child and Vulnerable Adult Protection Policy</p> <ul style="list-style-type: none"> • a 'young person' means any person under the age of 18 (i.e. those who have not yet reached their 18th birthday). • a 'vulnerable adult' means any person "who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation because of mental or other disability, age or illness."

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Key Safeguarding Principles

The needs of the young person are paramount and underpin all child protection work and resolve any conflict of interests

- All young people have the right to be safeguarded from harm and exploitation
- SC Safety Training Ltd have a responsibility to provide a safe environment and minimise risks of harm to young people's welfare
- Centre staff have a responsibility to identify young people who are suffering or likely to suffer significant harm and take appropriate action with the aim of making sure they are kept safe.
- Responsibility for protection of young people must be shared because young people are safeguarded only when all relevant agencies and individuals accept responsibility and co-operate with one another
- Statements about or allegations of abuse or neglect made by young people must be taken seriously

Responsibility for Child and Vulnerable Adult Protection

SC Safety Training Ltd Trainers must ensure that they have the relevant DBS (Disclosure & Barring Service) checks in place and personnel who come into contact with young adults under the age of 18. It is the responsibility of the centres to maintain these checks.

The nominated Director, Name of responsible Director, will be responsible for the implementation of the child and vulnerable adult protection policy and procedures.

Confidentiality, Reporting and Disclosure

We recognise the need to comply with relevant legislation and guidance in relation to data protection and confidentiality. We also recognises that, where there are concerns about abuse or

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safeguarding, data sharing with appropriate agencies may be necessary even when it is contrary to the wishes of an individual.

The following will assist with making informed decisions about sharing data:

- Staff know that they cannot promise confidentiality, in all cases as they may have to pass on information to other professionals, to keep the young person or vulnerable adult safe.
- Staff will only share relevant confidential information, i.e. when disclosing information without consent the member of staff limits the extent of the disclosure to that which is absolutely necessary, to protect the young person or vulnerable adult.
- Referrals to other agencies such as Children's Social Care should be made with the young person's agreement where practicable. However, it may not be practicable to seek their agreement where, for example, seeking permission might place them or another person at risk of serious harm, or where they are not mentally competent to give their agreement.
- Disclosure of information can take place without consent. in cases where this is justifiable in the overriding public interest – e.g. to protect the young person from significant harm.
- In the context of child protection, the welfare of the young person outweighs the family's right to privacy.
- Vulnerable adults may choose to remain at risk in dangerous situations. Professional staff may find they have no statutory powers in cases where the adult is judged to have sufficient capacity, to make his or her own choices and refuses the help, which staff feel is needed and where public interest considerations do not apply.

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	<p>Record Keeping</p> <p>An accurate record should be made, whenever there is a concern about a child or vulnerable adult, in terms of risk of harm or safeguarding.</p> <p>The record should include:</p> <ol style="list-style-type: none"> 1. Personal details of the child or vulnerable adult. 2. The nature of the concern. 3. The source(s) of information about the concern. 4. Any advice given. 5. Whether confidentiality has been discussed with the child or vulnerable adult. 6. Names of staff with whom discussed 7. Details of action taken or any referral to an external agency 8. Date and signature of the person making the record <p>The government website can provide guidance and assistance on all safeguarding issues if not listed below: https://www.gov.uk/government/publications/safeguarding-policy-protecting-vulnerable-adults</p> <p>Some Definitions of Abuse</p> <p>a) Physical abuse this may take many forms e.g. hitting, shaking or poisoning a young person or vulnerable adult. It may also be caused when a parent or carer fakes the symptoms of, or deliberately causes, ill health to a young person or vulnerable adult.</p>
4	<p>4. Safety Objectives</p> <p>We use lagging and leading indicators to monitor our performance and make appropriate changes to mitigate risks.</p>

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5	<p>5. Additional Information or Advice</p> <p>If you are unsure about any part of this policy, please speak to your line manager or the SHEQ Team.</p> <p>The full Health & Safety arrangements are detailed in our management system.</p>
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Stephen Carull CEO – SC Safety Training Ltd	14/09/2022
	