

InterACT Safeguarding Policy Document for Children and Vulnerable Adults

Reviewed Feb 2023 Date of next review: Feb 2024

1 Definitions

1.1 In accordance with the Children Act 1989 and 2004, a child is any person who has not yet reached their 18th birthday. For the purpose of these procedures, the reference to children, therefore, means 'children and young people' throughout.

1.2 We define a vulnerable adult as 'A person (over 18) who is or may be in need of community care services by reason of mental or other disability*, age or illness, or *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.*'

* Disability includes sensory impairment, physical impairment, learning difficulties, etc.

1.3 InterACT is a partnership of local churches working together in and with the community of Meanwood and Chapel Allerton in Leeds and, although an entity in its own right, should be understood in this context.

2 Policy Statement

2.1 InterACT is committed to protecting the welfare of all children and vulnerable adults as they participate in InterACT's services and/or activities. InterACT understands its responsibility to comply with legislation, particularly to ensure that the welfare of children and vulnerable adults is paramount, and will constantly monitor developments in this field. However, InterACT recognises that the best protection for children and vulnerable adults participating in our programmes is the vigilance and forethought of staff and volunteers in preventing circumstances where abuse of trust could occur. To that end, InterACT will strive to create a safe and secure environment where service users, volunteers and staff can work together confidently in mutual respect.

InterACT also recognises its responsibility to take appropriate action when a child or vulnerable adult discloses that they are experiencing abuse or neglect, or if staff / volunteers have a concern about the welfare of a child or vulnerable adult, and to ensure staff / volunteers have an understanding of what might indicate this and what action to take.

2.2 InterACT staff and volunteers are required to abide by the staff member/volunteer Code of Conduct and, as part of that Code of Conduct, are required to notify InterACT of any police record or other factor which may make that person unsuitable to work with children and/or vulnerable adults.

2.3 InterACT will ensure that the Code of Conduct, and the organisation's safeguarding children and vulnerable adult procedures are continually monitored, developed and maintained and are appropriately communicated throughout the staff and volunteer network. Volunteers and staff throughout the organisation are responsible for ensuring that they are familiar with the codes, guidelines and procedures of the organisation, and that new staff and volunteers are appropriately inducted.

2.4 InterACT have appointed a Designated Safeguarding Person who will be:

- responsible for the above;
- the person to whom any safeguarding concerns will, in the first instance, be reported;
- the person to discuss and agree the appropriate action to take.

InterACT Safeguarding Policy Document for Children and Vulnerable Adults

Reviewed Feb 2023 Date of next review: Feb 2024

The Senior Safeguarding Officer will act in the absence of the Designated Safeguarding Person, or if there should be any reason why the Designated Safeguarding Person is not the appropriate person to deal with a concern (for example in the case of an accusation made against them).

InterACT's Designated Safeguarding Person is: Vanessa Brown 07961 535 767

Senior Safeguarding Officer: Emmanuelle Wilson 07941 923 420; 0113 268 1807

2.5 InterACT will maintain policies and procedures geared towards abuse prevention that include, but are not limited to the following topics:

- selection and vetting of staff and volunteers, including DBS checks;
- staff and volunteer induction and training;
- staff member and volunteer Code of Conduct;
- whistleblowing policy / confidential reporting procedure.

2.6 All staff and volunteers will receive induction training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure. Relevant training and support will be provided on an ongoing basis, and will cover information about their role, and opportunities for practising skills needed for the work.

2.7 Training on specific areas such as safeguarding children and vulnerable adults, identifying and reporting abuse, and confidentiality of personal information will be given as a priority to new staff and volunteers wherever this is relevant to the role they are involved with and will be regularly reviewed.

2.7b Training Expectations:

Coordinator: Externally delivered training + externally delivered refresher courses every three years

Team members: External training + internal refresher by team leader or coordinator every year and no longer than 18 months. Additional, externally delivered training to be offered, but not obligatory.

Designated Safeguarding Person to keep abreast of governmental and best practice developments and inform teams of significant changes for yearly internal training, or sooner if necessary.

3 Statement of Support

Notwithstanding our duty to report suspicions of abuse and protect vulnerable people in our care, InterACT will offer support to individuals in the event of a disclosure or report of abuse, whether victims, perpetrators of abuse or those otherwise affected, either directly through the management of InterACT or through its member congregations, as appropriate.

For Safeguarding procedure and day-to-day guidance for staff, volunteers and freelancers, please refer to our Safeguarding Procedures document