

1. Introduction

This scope of this policy includes Children, Young People and Vulnerable Adults

The purpose of this policy is to ensure procedures are in place and all adults working on behalf of Broomhall Centre (BHC) as a volunteer, employee or seconded person are clear about roles and responsibilities for the protection of children and vulnerable adults.

Everyone working for the centre shares an objective to help keep children, young people and vulnerable adults safe by contributing to providing a safe environment for all.

2. BHC commitment – children and young people (under 18 years)

BHC is committed to safeguarding and promoting the welfare of children and young people. It is recognised that some children may be especially vulnerable to abuse. We recognise that children who are abused or neglected may find it difficult to develop a sense of self worth and to view the world in a positive way. Whilst at centre based activities, their behaviour may be challenging or withdrawn. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all children and young people who come in contact with the centre.

We ensure that all appropriate measures are applied in relation to everyone who is involved in working with children on behalf of the centre. All adults must be perceived by the children as safe and trustworthy. DBS (Disclosure and Barring Service) checks are made for all adults who could be working alone with children and young people on behalf of the centre. All others working on behalf of the centre will not be placed in situations where they will be alone with children.

Groups and individuals hiring the centre are responsible for their own safeguarding policies and practices. The centre has the right to refuse a letting if it is concerned that they have not taken appropriate safeguarding measures.

Safe practice ensures that children and young people are safe, and that all adults:

- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions
- Work in an open and transparent way
- Discuss and/or take advice from their organisation's named Safeguarding Link Person (SLP) or equivalent over any incident which may give rise to concern.
- The centre will display a poster advising of phone numbers all groups can contact if concerned.

We are committed to working with parents and carers positively, openly and honestly. We ensure that all parents/carers are treated with respect, dignity and courtesy. We respect parents/carers' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to protect a child.

Safeguarding Policy

3. BHC commitment – vulnerable adults

BHC recognises that all its members, users and visitors may be vulnerable at times in their lives and there needs to be particular care taken for those whose vulnerability is increased by certain situations, by disabilities or by reduction in capacities. It is recognised that this increased vulnerability may be temporary or permanent and may be visible or invisible.

4. Procedures

It is not the responsibility of BHC to investigate welfare concerns or determine the truth of any disclosure or allegation. However, all adults have a duty to recognise concerns and maintain an open mind. Accordingly, all concerns regarding the welfare of children and vulnerable adults during centre organised activities will be reported and discussed with the designated person responsible for child protection and the protection of vulnerable adults i.e. the Safeguarding Link Person (SLP).

The serious issue of the abuse of children, young people and vulnerable adults may take the form of physical, emotional, sexual, financial, psychological, online, spiritual, racial or institutional abuse or neglect. We acknowledge the effects these may have on people and their growth and development, including emotional development. The centre accepts its responsibility for ensuring that all people are safe in its care and that their dignity and right to be heard is maintained. There is a responsibility to support, listen to and work with survivors, offenders, communities and those who care about them. The centre takes seriously the issues of promoting an individual's welfare so that each of us can aim to reach our full potential.

BHC commits to respond without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed during any Centre managed activity of whatever type. BHC commits itself to challenge the abuse of power of anyone in a position of trust.

4.1. Initial Action

- The person who has received an allegation or witnessed an event will inform the SLP and make a record on the BHC Safeguarding Incident report form.
- In the event that an allegation is made against the SLP, the Board Chair will be informed
- The SLP may need to clarify any information regarding the allegation, however no person will be interviewed at this stage.
- Consideration will be given throughout to the support children and their parents/carers and to the families of vulnerable adults.
- The SLP or Board Chair may contact the Sheffield Safeguarding Hub (0114 273 4855) for children or the Adult Access Team (0114 273 4908) for adults to ask for support if necessary.

5. Safeguarding Link Person (SLP)

The Broomhall Centre SLP is not an expert. Their role is just to record and to offer signposting onto further contacts. The SLP for activities organised by the centre for children, young people and vulnerable adults is: **Duncan Lennox** safeguarding@broomhallcentre.com 0114 266 9365.

6. Allegations regarding person(s) working on behalf of BHC

Where an allegation is made against any person working on behalf of the centre as a volunteer, employee or seconded person that he or she has:

- Behaved in a way that has harmed, or may have harmed, a child or vulnerable adult.
- Possibly committed a criminal offence against or related to a child or vulnerable adult.
- Has behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.
- Has behaved in an unsuitable manner towards a vulnerable adult.

Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be securely retained. Whilst we acknowledge such allegations (as all others), may be false, malicious or misplaced, we also acknowledge they may be founded. It is therefore essential that all allegations are investigated properly and in line with agreed procedures.

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1. PROTECTING CHILDREN

A Child is anyone under the age of 18 and Child Protection seeks to support the child's development in ways which will foster security, confidence and independence. It is regarded as central to the well-being of the individual and is therefore an intrinsic part of all aspects of the centre's activities.

1.1. Aims

- To encourage all children towards a positive self-image
- To help children view themselves as part of the community and, by example, to nurture children's abilities to establish and sustain relationships with families, peers, adults and the world outside
- To equip children with appropriate tools to make reasoned, informed choices, judgments and decisions
- To establish and maintain procedures so that all adults in the centre know how to act if they have concerns or need support regarding a particular child
- To provide a model for open and effective communication between children, parents and other adults working with children

1.2. Objectives

- To provide adequate and appropriate staffing to fulfil children's needs whilst they are in any centre organised activity or group, ensuring all adults are clear about their roles and responsibilities
- To create an environment within the centre where every child is valued as a member of the community and all members of the community are sensitive and responsive to the needs of others

2. PROTECTING VULNERABLE ADULTS

A Vulnerable Adult is any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently or temporarily unable to take care of him or herself, or to protect him or herself from significant harm or exploitation. It is regarded as central to the well-being of the individual and is therefore an intrinsic part of all aspects of the centre's activities.

2.1. Aims

- To encourage all adults to treat each other with respect and dignity
- To help vulnerable adults view themselves as part of the community and to establish and sustain relationships
- To allow all vulnerable adults to make reasoned, informed choices, judgments and decisions
- To establish and maintain procedures so that all adults in the centre know how to act if they have concerns or need support regarding a particular person

To provide a model for open and effective communication between all adults and children in the centre.

2.2. Objectives

- To provide adequate and appropriate staffing to fulfil needs whilst vulnerable adults are in any centre organised activity or group
- To create an environment within the centre where every person is valued as a member of the community and all members of the community are sensitive and responsive to the needs of others
- It is the responsibility of all adults to identify and report all possible causes for concern or cases of abuse.

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