



**Generation
Rhondda**

**Cenhedlaeth
Rhondda**

SAFEGUARDING POLICY

STATEMENT

This policy applies to all paid staff, the director and board of trustees, volunteers and learners and everyone working on behalf of Generation Rhondda.

Generation Rhondda abides by the duty of care to safeguard and promote the welfare of children, young people and vulnerable adults and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

Generation Rhondda makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe and through this policy seeks to ensure that the organisation undertakes its responsibilities with regard to protection of children, young people and vulnerable adults and will respond to concerns appropriately.

We aim to work with partners to create and maintain a safe environment within which children, young people and vulnerable adults can thrive and within which trustees, staff, volunteers, and learners can work with the security of up-to-date training and clear guidance.

Generation Rhondda will ensure that:

- children, young people and vulnerable adults, regardless of age, disability, gender, race, religious belief, sexual orientation, gender reassignment or identity have a right to be protected from all types of harm or abuse;
- all children, young people and vulnerable adults are listened to, valued and respected;
- working in partnership with children, young people and vulnerable adults, their parents, carers and other agencies, the welfare of the child, young person or vulnerable adult is paramount;
- all paid and unpaid staff are subject to rigorous recruitment procedures and checks;
- all paid and unpaid staff are aware of the signs of danger, abuse and neglect;
- all paid and unpaid staff are given appropriate ongoing support and training;
- all paid and unpaid staff know what to do with any safeguarding concerns;
- all concerns will be acted upon immediately.

Children

Abuse can be caused by those inflicting harm or those who fail to prevent harm. Abuse is not restricted to any socio-economic group, gender, or culture. It can take a number of forms, including the following:

- Physical abuse
- Sexual abuse
- Psychological abuse
- Neglect and acts of omission
- Modern slavery
- Online abuse
- Being drawn into terrorism or the drug culture

Definition of a child or young person

A child or young person is anyone who has not reached their 18th birthday.

Vulnerable Adults

Abuse can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender or culture. It can take a number of forms, including the following:

- Physical abuse
- Domestic violence and domestic abuse
- Sexual abuse
- Psychological abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational abuse
- Neglect and acts of omission
- Self-neglect
- Online abuse
- Being drawn into terrorism or the drug culture

Definition of a vulnerable adult

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or abuse.

This **may** include a person who:

- Is elderly and frail
- Has a mental illness including dementia
- Has a physical or sensory disability
- Has a learning disability
- Has a severe physical illness
- Is a substance misuser
- Is homeless

GENERAL POLICY

Staffing levels

All staff responsible for children while on activities they are running or assisting to run must make sure that health and safety guidelines are adhered to. All staff working with children should receive basic safeguarding training. No member of staff should be left alone with a child where they cannot be observed by others.

Confidentiality and Information Sharing

Generation Rhondda expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR).

However, information should be shared with the Local Authority if a child is deemed to be at risk of significant harm or contact the police if they are in immediate danger, or a crime has been committed.

Consent

Generation Rhondda expects all paid and unpaid staff to be aware that while they should, in principle, discuss any concerns with the child, young person, vulnerable adult and their parents / carers this should only be done where such discussion and agreement-seeking will not place the child or others at increased risk of suffering significant harm.

Recording and Record Keeping

A written record must be kept about any safeguarding concerns. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Safe Recruitment and Selection

Generation Rhondda have a duty to be committed to safe employment and safe recruitment practices, that reduce the risk of harm to children, young people and vulnerable adults from people unsuitable to work with them or have contact with them.

Social Media

All employees and volunteers are aware of Generation Rhondda's social media policy and procedures and the code of conduct for safeguarding children, young people and vulnerable adults on digital platforms.

Use of Mobile Phones and other Digital Technology

All employees, trustees and volunteers are aware of Generation Rhondda's policy and procedures regarding the use of mobile phones and any digital technology and

understand that it is unlawful to share images and content on any digital platform without the explicit consent of the person with parental or legal responsibilities.

Whistleblowing

It is important that people within Generation Rhondda have the confidence and support to come forward to speak or act if they have concerns that have not been addressed. Additional knowledge, advice and guidance must be sought from designated safeguarding leads at all times.

Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong-doing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement to protect whistleblowers.

If staff require further information, see the contacts below.

Training Update

All staff and volunteers undertook Safeguarding training on 20th October 2023

Contacts

Your DSO is: James Watts-Rees

Tel: 07725076817