



Safeguarding Policy

1) Introduction

We believe everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. We will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

The purpose of this policy is to protect people, particularly children and at risk adults, from any harm that may be caused due to their coming into contact with Volume 1 Climbing and to alert authorities if signs of abuse or neglect are noticed by staff.

This includes harm arising from:

- The conduct of staff or personnel associated with Volume 1 Climbing
- The design and implementation of Volume 1 Climbing's programmes and activities
- Neglect to report noticed abuse or neglect that may or may not be occurring at Volume 1 Climbing.

The policy lays out the commitments made by Volume 1 Climbing and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under Volume 1 Climbing's Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by Volume 1 Climbing or associated personnel

2) What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

In our sector, we understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our staff or courses/sessions as well as being educated to recognise signs of abuse or neglect in our customers and have a trained safeguarding officer to report any concerns to.

Further definitions relating to safeguarding are provided in the glossary below.

3) Scope

- All staff contracted by Volume 1 Climbing

- Associated personnel whilst engaged with work or visits related to Volume 1 Climbing, including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians

4) Policy Statement

Volume 1 Climbing believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Volume 1 Climbing will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

Volume 1 Climbing commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

5) Prevention

Volume 1 Climbing responsibilities:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its courses, sessions and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Volume 1 Climbing. This includes the way in which information about individuals in our course/sessions is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organisation – report concerns to safe guarding officer
- Safeguarding Officer to follow up on reports of safeguarding concerns promptly and according to due process
- Ensure all staff are checked under the DBS service prior to working with any children or at-risk adults.

6) Staff responsibilities

Child safeguarding

Volume 1 Climbing staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking
- Discriminate based on sex, culture, religion or political views

- Make physical contact with an individual without permission, unless necessary for their immediate safety - ensure them it is brief and appropriate
- Ignore signs of abuse and neglect noticed at work

Adult safeguarding

Volume 1 Climbing staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect
- Exchange money, employment, goods or services for sexual activity
- Discriminate based on sex, culture, religion or political views
- Make physical contact with an individual without permission, unless necessary for their immediate safety - ensure them it is brief and appropriate
- Ignore signs of abuse and neglect noticed at work

Additionally, Volume 1 Climbing staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy.
- Report any concerns or suspicions regarding safeguarding violations by a Volume 1 Climbing staff member or associated personnel to the appropriate staff member.
- Report any concerns or suspicions regarding the abuse or neglect of anyone at Volume 1 Climbing.

7) Enabling reports

Volume 1 Climbing will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by Volume 1 Climbing's Whistleblowing Policy.

Volume 1 Climbing will also accept complaints from external sources such as members of the public, partners and official bodies.

8) How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to the Safeguarding Officer or current Duty Manager if the designated officer is not contactable. If the staff member does not feel comfortable reporting to these individuals (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate staff member. For example, this could be another manager or Director of the business.

9) Response

Volume 1 Climbing will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. This is the job of the designated Safeguarding Officer.

Volume 1 Climbing will apply appropriate disciplinary measures to staff found in breach of policy.

Volume 1 Climbing will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

10) Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management will only be shared on a need to know basis and will be kept secure at all times.

11) Associated policies

Company Handbook
Bullying and Harassment Policy
Whistleblower Policy
Equal Opportunities Policy
Discipline/Dismissal and Grievance Policy
Internet Use Policy
Email Use Policy
Social Media Policy

Contact details

Nominated child protection lead

Name: Belinda Fuller

Phone/email: 07846089922 / belinda@volume1climbing.co.uk

Deputy child protection lead(s)

Name: Abi Hofmann

Phone/email: abihofmann@googlemail.com

Trustee/Senior lead for safeguarding and child protection

Name: Belinda Fuller

Phone/email: 07846089922 / belinda@volume1climbing.co.uk

Other trained Safeguard Trained staff members:

James Champion and Jamie White

NSPCC Helpline

Phone: 0808 800 500 Email: help@nspcc.org.uk

Children's services

(Mon-Fri, 8:30am-5pm): 020 8461 7373 / 7379 / 7026

Out of hours/weekends/public holidays: 0300 303 8671

Email the Multi-Agency Safeguarding Hub (MASH): mash@bromley.gov.uk

If you are seriously **concerned about a child's immediate safety, call 999** and ask for the police.

Childline

An entirely confidential helpline

Phone 0800 1111 Web www.childline.org.uk

Child Protection in Sport Unit

Phone 0116 366 5590 Web www.thecpsu.org.uk Email cpsu@nspcc.org.uk

We are committed to reviewing our policy and good practice annually.
All staff members were trained in September 2021 on our company policy and are aware of where the incident report form is kept, how to fill it out and who to pass it on to.

This policy was last reviewed on: 20.10.2021

Signed: B.E.Fuller

Date: 01.09.21

12) Glossary of Terms

Beneficiary of Assistance

Someone who directly receives goods or services from Volume 1 Climbing's programme. Note that misuse of power can also apply to the wider community that the NGO serves, and also can include exploitation by giving the perception of being in a position of power.

Child

A person below the age of 18

Harm

Psychological, physical and any other infringement of an individual's rights

Psychological harm

Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)

Safeguarding

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Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care 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.