



Safeguarding Policy: Children, Young People and Vulnerable Adults

Policy Name: Safeguarding Policy: Children, You People and Vulnerable Adults			
Approved by:	Leeds LGBT+ Book Club Committee		
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1. Introduction

This policy describes how Leeds LGBT+ Book Club fulfils its commitment to:

- promote good practice and to work in a way that can prevent harm, abuse and coercion occurring to children, young people and vulnerable adults;
- ensure that any allegations of abuse or suspicions are dealt with appropriately and the person experiencing abuse is supported;
- stop any abuse occurring.

Although most members do not volunteer or work with children, young people or vulnerable adults, this policy is in place for committee members, volunteers and freelancers who might work with children, young people or vulnerable adults on any project, and for information for all members regardless of their involvement.

This policy has been written with guidance from York LGBT Forum and People in Action.

2. Definitions

This Policy relates to the safeguarding of Children, Young People and Vulnerable Adults.

Children and Young People

A child is defined (The Children's Act 1989) as: anyone under the age of 18.

Vulnerable Adults

Vulnerable adults are defined (No Secrets, Department of Health, 2000) as:

- people aged 18 or over,
- who are receiving or may need community care services because of learning, physical or mental disability, age, or illness, and
- who are or may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation.

3. Policy Statement

3.1 Governance and Safeguarding Responsibilities

Leeds LGBT+ Book Club believes that it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind (whether physical, emotional, sexual and/or neglect). It recognises its responsibility to safeguard these people and promote their welfare by a commitment to practice which protects them.

In implementing this policy, Leeds LGBT+ Book Club will work:

- to promote the rights of all people to live free from abuse and coercion;
- to operate events in a way which promotes safety and prevents abuse;
- to recruit safely for events that involve working with vulnerable adults and children, ensuring all necessary checks are made;
- to provide and maintain effective support and training for committee members, volunteers and freelancers that are involved working with children, young people or vulnerable adults (See Section 4.2);
- to ensure the safety and wellbeing of people who do not have the capacity to decide how they want to respond to abuse that they are experiencing;
- to promote the freedom and dignity of any person who has or is experiencing abuse.

3.2 Reach

Leeds LGBT+ Book Club is an unincorporated association (community group) for further information please see Leeds LGBT+ Book Club Constitution document. The Leeds LGBT+ Book Club is made up of committee members and volunteers. The Leeds LGBT+ Book Club collaborates with freelancers to host face-to-face and digital literature festivals and events.

This policy must be adhered to by all committee members, volunteers and freelancers. Any project that involves working with children, young people or vulnerable adults will require the Safeguarding procedures outlined in this policy (See section 4.).

Leeds LGBT+ Book Club may work in partnership with other organisations. If Leeds LGBT+ Book Club undertakes a joint project with one or more partners, and Safeguarding is part of the role, the partner organisation's worker('s) must adhere to their organisation's Safeguarding Policy or in the absence of an up-to-date Safeguarding Policy, to this Policy. It is the duty of the partner organisation to show that they have an up-to-date Safeguarding Policy where appropriate.

3.3 Scope

This policy applies to anyone with whom we are in contact in the course of our events and activities, who is a child, young person or vulnerable adult. The policy is to instruct committee members, volunteers and anyone else who works on behalf of Leeds LGBT+ Book Club working directly with children, young people or vulnerable adults.

This policy will be made available to the general public on Leeds LGBT+ Book Club website. A copy of Leeds LGBT+ Book Club Safeguarding Policy is available and will be provided upon request.

4. Procedures

4.1 Events and activities

4.1.1 Face-to-face and live online events

Any face-to-face or live online events that involve working directly with children (under the age of 18 years old) or vulnerable adults will be supervised by a committee member, volunteer or freelancer with an Enhanced DBS check and relevant Safeguarding training.

4.1.2 Pre-recorded online digital content

Pre-recorded content created for Leeds LGBT+ Book Club Literature Festival events by freelancers or volunteers with a target audience of children under 18 years old or vulnerable adults will be reviewed by a committee member with an enhanced DBS check and relevant Safeguarding training.

4.1.3 Risk assessments

Not all projects or activities undertaken by Leeds LGBT+ Book Club require DBS checks. This will depend on the work involved in the project - please see Appendix 1 Project Safeguarding Risk Assessment Template.

All new projects or activities will be assessed by the committee to establish whether background and DBS checks are required using the toolkit provided by the government available here: https://www.gov.uk/find-out-dbs-check.

4.2 Awareness Raising and Training

Committee members and volunteers working directly with children, young people or vulnerable adults must complete relevant Safeguarding training and renew as required.

4.3 Procedures Relating to Children and Young People

4.3.1 Introduction

Leeds LGBT+ Book Club recognises that:

- The welfare of the child/young person is paramount.
- All children, regardless of age, ability/disability, gender, gender identity, racial heritage, culture, religious beliefs, sexual orientation, or other identity, have the right to equal protection from all types of harm or abuse.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Leeds LGBT+ Book Club will seek to safeguard children and young people by:

- Valuing them, listening to and respecting them.
- Adopting child protection guidelines through procedures and a code of conduct for members, volunteers and freelancers.
- Ensuring all necessary checks (including DBS checks where appropriate) are made.
- Sharing information about child protection and good practice with children, parents, members, freelancers and volunteers where appropriate. (see Appendix 3 Further sources of information and contacts on Child Protection)
- Sharing information about concerns with agencies who need to know, and involving parents and children where appropriate.
- Providing support for members, volunteers and freelancers.

4.3.2 Procedure for Referral

All action is taken in line with the following legislation/guidance:

- Safeguarding Children and Safer Recruitment in Education, 2007.
- Working Together to Safeguard Children, 2010.
- What to do if you're worried a child is being abused, 2015.

Any committee member, volunteer or freelancer who receives a disclosure of abuse or abuse connected with the Leeds LGBT+ Book Club's activities, or suspects that abuse may have occurred **must** report it immediately to one of the Designated Safeguarding Advisors. In the absence of the Designated Safeguarding Advisors, the matter should be brought to the attention of a committee member.

The designated person will immediately inform the Children Services Referral Team by telephone, as given below:

- If you think that a child or young person is being abused or neglected call the Children's Duty and Advice team on 0113 376 0336
- Outside office hours, please contact the Children's Emergency Duty Team on 0113 535 0600

If a child comes to a Leeds LGBT+ Book Club event or activity with an abuse situation, the person the child chooses to confide in should:

- Stay calm and be reassuring.
- Immediately notify a committee member or volunteer with the appropriate safeguarding training and DBS checks in place who will then:
- Find a quiet place to talk and write down the exact words that the child uses (not your interpretation of them).
- Assure the child of your support. Confidentiality is crucial to all our relationships, but the welfare of the child is paramount. The law allows you within limits to disclose the information to the appropriate body, whether it is the social services or the police.

- Confidentiality must not be maintained if the withholding of information will prejudice the welfare of the child.
- The child cannot be promised confidentiality as the Designated Safeguarding Advisor may have a duty to report any incidents. Any documents relating to the disclosure need to be kept in a safe, secure place.

4.3.3 Record Keeping

Any committee member, volunteer or freelancer receiving a disclosure of abuse, or noticing possible abuse, must make an accurate record as soon as possible. Note what was said or seen, putting the event into context and giving the date, time and location.

All records must be dated and signed.

All hand-written records will be retained, even if they are subsequently typed up in a more formal report.

Written records of concerns about children should be kept, even where there is no need to make a referral immediately.

All records relating to child protection concerns will be kept in a secure place and will remain confidential.

4.3.4 Parental Involvement

Leeds LGBT+ Book Club is committed to helping parents/carers understand its responsibility for the welfare of all children and young people.

Parents/carers may view this Policy on Leeds LGBT+ Book Club website. A copy of Leeds LGBT+ Book Club Safeguarding Policy is available and will be provided upon request.

Where possible, concerns should be discussed with parents/carers and the designated person should seek agreement to make a referral, unless to do so would place the child/young person at increased risk of significant harm.

4.4 Procedures Relating to Vulnerable Adults

4.4.1 Introduction

These procedures have been designed to ensure the welfare and protection of any adult who accesses events and activities provided by Leeds LGBT+ Book Club. Leeds LGBT+ Book Club is committed to the belief that the protection of vulnerable adults from harm and abuse is everybody's responsibility and the aim of these procedures is to ensure that all committee members, volunteers and freelancers act appropriately in response to any concern around adult abuse.

4.4.2 Preventing Abuse

Leeds LGBT+ Book Club is committed to putting in place safeguards and measures to reduce the likelihood of abuse taking place within the events and activities it offers and that all those involved with Leeds LGBT+ Book Club will be treated with respect (see Appendix 2 Recognising abuse).

This includes:

- a commitment to safer practices for events which involve working with children, young people or vulnerable adults, ensuring all necessary checks are made. This includes, where appropriate, DBS checks and adequate training on Safeguarding Adults (see Sections 4.1 and 4.2);
- working within the current legal framework for reporting committee members or volunteers that are abusers;

4.4.3 Key Roles for Safeguarding Adults

All committee members and volunteers have a responsibility to act on concerns of possible abuse and must inform the Leeds LGTBT+ Book Club Designated Safeguarding Advisor.

Designated Safeguarding Advisor: The Designated Safeguarding Advisor has the responsibility to decide whether it is appropriate to raise a Safeguarding Concern or respond to the concerns in an alternative manner.

Organisational lead for safeguarding adults: Leeds LGBT+ Book Club Chair is responsible for ensuring this policy and procedure is reviewed and up to date. Leeds LGBT+ Book Club committee members are responsible for ensuring staff have appropriate training and information to fulfil their roles.

The roles and responsibilities of the named person(s) are:

- to ensure that all staff including committee members, volunteers and freelancers are aware of what they should do and who they should go to if they have concerns that a vulnerable adult may be experiencing, or has experienced abuse or neglect;
- to ensure that concerns are acted on, clearly recorded and referred to an Adult Social Care team or to the allocated social worker/care manager where necessary:
- to follow up any referrals and ensure the issues have been addressed;
- to consider any recommendations from the Safeguarding Adults process;
- to reinforce the utmost need for confidentiality and to ensure that committee members, volunteers and freelancers are adhering to good practice with regard to confidentiality and security. This is because it is around the time that a person starts to challenge abuse that the risks of increasing intensity of abuse are greatest;

- to ensure that committee members, volunteers and freelancers working directly with service users who have experienced abuse, or who are experiencing abuse, are well supported and receive appropriate supervision;
- to ensure that committee members, volunteers and freelancers will be given support and afforded protection if necessary under the Public Interest Disclosure Act 1998; that they will be dealt with in a fair and equitable manner and that they will be kept informed of any action that has been taken and its outcome.

4.4.4 Responding to people who have experienced or are experiencing abuse

Leeds LGBT+ Book Club recognises that it has a duty to act on reports, or suspicions of abuse or neglect. It also acknowledges that taking action in cases of adult abuse is never easy.

How to respond if you receive an allegation:

- Reassure the person concerned.
- Listen to what they are saying.
- Record what you have been told/witnessed as soon as possible.
- Remain calm and do not show shock or disbelief.
- Tell them that the information will be treated seriously.
- Don't start to investigate or ask detailed or probing questions.
- Don't promise to keep it a secret.

If you witness abuse or abuse has just taken place the priorities will be:

- To call an ambulance if required.
- To call the police if a crime has been committed.
- To keep yourself, committee members, volunteers and freelancers and attendees safe.
- To preserve evidence.
- To inform the Designated Safeguarding Advisor.
- To make a record of what happened.

All situations of abuse or alleged abuse will be discussed with one of the Designated Safeguarding Advisors. If a committee member, volunteer or freelancer feels unable to raise this concern with the Designated Safeguarding Advisor then concerns can be raised directly with Adult Social Care. The alleged victim will be told that this will happen.

If it is appropriate and there is consent from the individual, or there is a good reason to override consent, such as risk to others, a referral will be made to the Leeds Adult Social Care team.

If the individual experiencing abuse does not have capacity to consent, a referral will be made without that person's consent, in their best interests.

The Designated Safeguarding Advisor may take advice at the above stage from Leeds Adult Social Care and/or other advice-giving organisations such as Police.

In an emergency the Designated Person will contact the emergency services on: 999

Leeds Adult Social Care

Phone: 0113 222 4401

Out of hours: 0113 378 0644

Alternatively an SA1 Safeguarding form can be completed and emailed to:

leedsadults@leeds.gov.uk

West Yorkshire Police

Phone: 101 (ask for Local Area Police Station or Public Protection Unit)

4.4.5 Recording and managing confidential information

Leeds LGBT+ Book Club is committed to maintaining confidentiality wherever possible and information around Safeguarding Adults issues should be shared only with those who need to know.

All allegations/concerns will be recorded. The information should be factual and not based on opinions, record what the person tells you, what you have seen and witnesses if appropriate.

The information that is recorded will be kept secure and will comply with General Data Protection Regulations.

4.5 Managing an allegation made against a committee member, volunteer or freelancer

Leeds LGBT+ Book Club will ensure that any allegations made against committee members, volunteers and freelancers will be dealt with swiftly.

Where a committee member, volunteer or freelancer is thought to have committed a criminal offence the police will be informed. If a crime has been witnessed the police should be contacted immediately.

The safety of the individual(s) concerned is paramount. A risk assessment must be undertaken immediately to assess the level of risk to all service users posed by the alleged perpetrator. This will include whether it is safe for them to continue in their role or any other role within the service whilst the investigation is undertaken.

The Designated Safeguarding Advisor will liaise with Adult Social Care to discuss the best course of action and to ensure that the Leeds LGBT+ Book Club disciplinary procedures are coordinated with any other enquiries taking place as part of the ongoing management of the allegation.

4.5.1 Alleged Child Abuse by a committee member, volunteer or freelancer

If an allegation is made against a committee member, volunteer or freelancer, then the allegation must be passed to one of the Designated Safeguarding Advisors.

The Designated Safeguarding Advisor will contact one of the Local Authority designated officers for consultation.

IMPORTANT - All allegations and concerns must be reported to the Local Authority Designated Officer (LADO) within the same day (or the first available working day if out of hours). The LADO will then decide what action to take.

The Local Authority Designated Officers in Leeds can be contacted Monday to Friday on: 0113 3789687

If you think that a professional has harmed a child:

- 1. Request a notification form from LADO@leeds.gov.uk
- 2. Email the completed form to LADO@leeds.gov.uk

The Local Authority Designated Officer contacted will record a note of the consultation and will advise on the appropriate action that needs to be taken.

4.6 Risk Management/Assessment

There are various ways to manage risk when it comes to Safeguarding. Leeds LGBT+ Book Club uses a 5-step system to manage the Safeguarding of its projects:

- 1. Identify and detail the situation that could possibly cause harm.
- 2. Decide who might be harmed and how.
- 3. Evaluate the risk and decide on precautions/interventions.
- 4. Record and report your findings/agreed actions.
- 5. Review assessment and update regularly.

Please see Appendix 1 for the Project Safeguarding Risk Assessment Template.

4.7 Use of photographic/video equipment

Written consent to take and use images of children, young people and vulnerable adults should be obtained prior to the taking of photographs and or video footage. Parents/carers should be made aware of when, where and how the images may be used, to give their informed consent.

4.8 Code of Conduct

You must:

- Treat all children, young people and vulnerable adults with respect.
- Provide an example of good conduct you wish others to follow.
- Ensure that, whenever possible, there is more than one adult present during activities involving children and young people, or at least that you are within sight or hearing of others.
- Respect a young person's right to personal privacy.
- Encourage young people and adults to be comfortable and caring enough to point out attitudes or behaviour they do not like.
- Remember that someone else might misinterpret your actions, no matter how well-intentioned.
- Recognise that special caution is required when you are discussing sensitive issues with children or young people the discussion should be age-appropriate.
- Operate within Leeds LGBT+ Book Club principles and guidance and any specific procedures.
- Challenge unacceptable behaviour and report all allegations/suspicions of abuse.
- Give guidance and support to inexperienced helpers.

You must not:

- Have inappropriate physical or verbal contact with children or young people.
- Allow yourself to be drawn into inappropriate attention-seeking behaviour/ make suggestive or derogatory remarks or gestures in front of children or young people.
- Jump to conclusions about others without checking facts.
- Either exaggerate or trivialise child abuse issues.
- Show favouritism to any individual.
- Rely on your good name or that of the organisation (faith or charity) to protect you.
- Believe "it could never happen to me."
- Take a chance when common sense, policy or practice suggests another more prudent approach.

5. Review

This policy will be reviewed annually, and we shall engage committee members, volunteers, freelancers and attendees in the review.

Appendix 1 – Project Safeguarding Risk Assessment Template

Project					
Type of abuse that	Type of abuse that could occur (please tick)				
Physical	Emotional		Neglect		
Sexual abuse //grooming	Domestic al	buse	Online abuse		
Identify and detail t	he situation that could pos	sibly cause harm	ı:		
Who might be harmed and how:					
Initial Risk Rating					
Based upon the information above, what level of risk does the project pose to the organisation and its service users? (refer to guidance notes):					
Probable Likelihood Score X Potential Consequence Score =				=	
Initial Risk Rating					

Safeguards needed to minimise or eliminate risk					
Feasibility of imple	ementing sa	<u>ifeguards</u>			
Revised Risk Ratir	<u>ng</u>				
	With the above action implemented state what the risk rating would be reduced to? (refer to guidance notes):				
Probable Likelihood Score X Potential Consequence Score =					
Revised Risk Rating					
Assessment made by					
Name Designation			n	Signature	
Date of Initial Risk Assessment:			Planned Rev	iew Date:	

Review Outcome:		
Date of Review:		
Review undertaken by:		
Name	Designation	Signature

Guidance Notes on completing Project Safeguarding Risk Assessment Form

This form is to be used to undertake a detailed risk assessment of all projects carried out by Leeds LGBT+ Book Club.

All sections of the form MUST be completed by the lead for each project with support from one of the Designated Safeguarding Advisors.

Risk Assessment

1. Likelihood

According to the following scale, how likely is it that an individual could harm a service user?

Likelihood Descriptor	Score	Probability	
Low	1	Rare (0-5%). This will probably never happen/recur (except in very exceptional circumstances).	
Low/ Moderate	2	Unlikely (5-25%). Do not expect it to happen/recur but it is possible that it may do so.	
Moderate	3	Possible 25-75%). It might happen or recur occasionally.	
Moderate/ Extreme	4	Likely (75-95%). It will probably happen/recur but it is not a persisting issue.	
Extreme	5	Almost certain (>95%). It will undoubtedly happen/recur, possibly frequently.	

2. Potential Consequence - Impact on the safety of service users, staff or public (physical/psychological harm)

Consequence Descriptor	Score	Consequence
Low	1	Negligible –No injury or adverse outcome or minimal injury requiring no/minimal intervention or treatment.
Low/ Moderate	2	Minor – Short term injury or damage resulting in a minor injury or illness, requiring minor intervention.
Moderate	3	Moderate – Semi permanent or moderate injury requiring professional intervention. An event which impacts on a small number of service users
Moderate/ Extreme	4	Major – Major injury leading to long-term incapacity/disability.
Extreme	5	Catastrophic/Critical - Incident leading to death, multiple permanent injuries or irreversible health effects. An event which impacts on a large number of service users.

For grading risk, the likelihood and consequence scores obtained from the matrices above are multiplied together to calculate a risk rating assigned as follows:

Risk Rating Score	Risk Rating	Description
1-3	Low risk	Manageable Risks
		Leeds LGBT+ Book Club is willing to carry these risks and will record that the risk has been identified but no significant action is required.
4-6	Moderate risk	Material Risks
8-12	High risk	Risks that Leeds LGBT+ Book Club should be concerned about. These risks need to be managed by the project lead. They might, depending on impact, need ongoing referral to the trustees.
15-25	Extreme risk	Significant Risks
		Leeds LGBT+ Book Club will need to be most concerned about these risks, which will need proactive review and oversight, or consideration as to whether a project is worth undertaking.

Appendix 2 – Recognising abuse: What is abuse?

Abuse can take many forms and the circumstances of the individual should always be considered. It may consist of a single act or repeated acts. The following are examples of issues that would be considered as a safeguarding concern.

Physical abuse - includes hitting, slapping, pushing, kicking, misuse of medication, unlawful or inappropriate restraint, or inappropriate physical sanctions.

Domestic abuse – is "an incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse... by someone who is or has been an intimate partner or family member regardless of gender or sexuality" (Home Office, 2013). Domestic violence and abuse may include psychological, physical, sexual, financial, emotional abuse; as well as so called 'honour' based violence, forced marriage and female genital mutilation.

Sexual abuse - includes rape and sexual assault or sexual acts to which the individual at risk has not consented, or could not consent or was pressured into consenting.

Psychological abuse - includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal from services or supportive networks.

Financial and material abuse – includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Modern slavery - includes human trafficking, forced labour and domestic servitude. Traffickers and slave masters use the means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhuman treatment.

Neglect and acts of omission - includes ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Discriminatory abuse - includes abuse based on a person's race, sex, disability, faith, sexual orientation, or age; other forms of harassment, slurs or similar treatment or hate crime/hate incident.

Organisational abuse – includes neglect and poor practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going

ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Self-neglect - covers a wide range of behaviours, such as neglecting to care for one's personal hygiene, health or surroundings and includes behaviours such as hoarding. A safeguarding response in relation to self-neglect may be appropriate where: a person is declining assistance in relation to their care and support needs, and the impact of their decision, has or is likely to have a substantial impact on their overall individual wellbeing.

Online abuse/grooming - includes revealing personal details online without the individual's permission, trolling (intentional, provocative or offensive messages/comments on: posts, online games, group forums/chats). Grooming involves using the internet to trick and pressure a child or young person to take part in sexual activities. Grooming is included in the definition of Child sexual exploitation (Working together to Safeguard children 2018).

https://www.gov.uk/government/publications/definition-of-domestic-violence-and-abuse-guide-for-local-areas

https://www.gov.uk/government/publications/working-together-to-safeguard-children--2

"Abuse is a violation of an individual's human and civil rights by any other person or persons" (No Secrets: Department of Health, 2000).

Abuse may be carried out deliberately or unknowingly. Abuse may be a single act or repeated acts.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, staff members, volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

Appendix 3 – Further Sources of Information, Internet Links and Contacts on Child Protection

Further sources of information:

- Working together to Safeguard Children (A guide to inter-agency working to safeguard and promote the welfare of children). Available to download at www.everychildmatters.gov.uk
- What to do if you are worried a child is being abused. Available to download at www.everychildmatters.gov.uk

Internet Links:

www.everychildmatters.org.uk

www.ceop.gov.uk

www.childline.org.uk

www.thinkuknow.co.uk

www.ceop.gov.uk/reportabuse/index.asp

www.childline.org.uk/pages/yourplace.aspx

Contacts:

Child Line: 0800 1111

NSPCC: 0808 800 5000