

Children's and Vulnerable Adults Safeguarding Policy



Safeguarding Policy for Salty Swims

We recognise the welfare of children and vulnerable adults is paramount in all the work we do and in all the decisions we make. All individuals, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse. Some individuals are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues. Working in partnership with children, vulnerable adults, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose:

Salty Swims will:

- Protect children, young people and vulnerable adults who receive Salty Swims services, from harm.
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Salty Swims, including senior managers trustees, paid staff, volunteers, sessional workers, agency staff and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Definitions:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Adult at Risk:

- An adult who has needs for care and support (whether the authority is meeting any of those needs), is experiencing, or is at risk of, abuse or neglect, and as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Child and Adult Abuse: Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse

- Organisational or institutional abuse
- Neglect or acts of omission
- Self-neglect
- Bullying and cyberbullying • Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

Safeguarding children: Safeguarding children is defined in Working Together to Safeguard Children 2018 as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Salty Swims should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

The Prevent duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counterterrorism and Security Act 2015, to identify vulnerable children and young people and prevent them from being drawn into terrorism. This is known as the Prevent duty. These organisations include:

- Schools
- Registered childcare providers
- Local authorities
- Police
- Prisons and probation services
- NHS trusts and foundations.
- Other organisations may also have Prevent duties if they perform delegated local authority functions. Children can be exposed to different views and receive information from various sources. Some of these views may be considered radical or extreme.

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.

Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Training and Awareness:

Salty Swims will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

Confidentiality and Information Sharing:

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

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

Recording and Record Keeping:

A written record must be kept about any concern regarding an adult with safeguarding needs. 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 & Selection:

Salty Swims is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

Salty Swims has policies and procedures that cover the recruitment of all Trustees, employees and volunteers.

Social Media:

All employees and volunteers should be aware of Salty Swims social media policy and procedures and the code of conduct for behaviour towards individuals we support.

Use of Mobile Phones and other Digital Technology:

All employees, trustees and volunteers should be aware of Salty Swims policy and procedures regarding the use of mobile phones and any digital technology and

understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

Whistleblowing:

It is important that people within Salty Swims have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing 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 by Salty Swims to protect whistle-blowers

Safeguarding and Safer Recruitment

Salty Swims is committed to safeguarding and promoting the welfare of all participants. We recognise our duty of care to protect individuals from harm and ensure that our activities are conducted in a safe, respectful, and supportive environment.

Safer Recruitment

- All recruitment of staff and volunteers will follow safer recruitment practices.
- This includes:
 - Verification of identity and right to work/volunteer.
 - Obtaining and checking references.
 - Where appropriate, conducting criminal record disclosures (e.g., DBS checks).
 - Assessing suitability through structured interviews and role-specific criteria.
 - No individual will commence duties until all required checks have been satisfactorily completed.

Recognising Signs of Abuse

All staff and volunteers are required to remain vigilant in recognising potential indicators of abuse. These may include, but are not limited to:

- Physical abuse: unexplained injuries, frequent absences due to illness, or inconsistent explanations.
- Emotional abuse: withdrawal, fearfulness, sudden changes in behaviour, low self-esteem.
- Sexual abuse: inappropriate knowledge or behaviour, reluctance to be alone with certain individuals, disclosures of harm.
- Neglect: poor hygiene, inadequate clothing, persistent hunger, lack of medical attention.

Responsibilities

- Every staff member and volunteer has a responsibility to act upon concerns.
- Concerns must be reported promptly in line with Salty Swims' safeguarding reporting procedures.

- Failure to follow safeguarding procedures may result in disciplinary action and, where necessary, referral to statutory agencies.

Monitoring and Review

This safeguarding section will be reviewed annually, or sooner if legislation or best practice guidance changes, to ensure continued compliance and effectiveness.

Important Contacts:

Senior Lead for Safeguarding

Name: Angela Collins

Email address:

ange@saltyswims.com

Telephone number: 07523009969

Action on Elder Abuse

A national organisation based in London. It aims to prevent the abuse of older people by raising awareness, encouraging education, promoting research and collecting and disseminating information.

Tel: 020 8765 7000

Email: enquiries@elderabuse.org.uk

www.elderabuse.org.uk

Ann Craft Trust (ACT)

A national organisation providing information and advice about adult safeguarding. ACT have a specialist

Safeguarding Adults in Sport and Activity team to support the sector Tel: 0115 951 5400

Email: [Ann-Craft-](mailto:Ann-Craft-Trust@nottingham.ac.uk)

Trust@nottingham.ac.uk

www.anncrafttrust.org

Men's Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

National LGBT+ Domestic Abuse Helpline

Tel: 0800 999 5428

National 24Hour Freephone Domestic Abuse Helplines

England	Northern Ireland
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Tel: 0808 2000 247 www.nationaldahelpline.org.uk/Contactus	Tel: 0808 802 1414 www.dsahelpline.org Twitter: www.twitter.com/dsahelpline Facebook: www.facebook.com/dsahelpline
Scotland	Wales
Tel: 0800 027 1234 Email: helpline@sdafmh.org.uk Web chat: sdafmh.org.uk	Llinell Gymorth Byw HebOfn/ Live free from fear helpline Tel: 0808 8010 800 Type Talk: 18001 0808 801 0800 Text: 078600 77 333

Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England. Email: info@rapecrisis.co.uk
www.rapecrisis.co.uk

Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: services@respond.org.uk www.respond.org.uk

Stop Hate Crime

Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: www.stophateuk.org/talk-to-us/

E mail: talk@stophateuk.org

Text: 07717 989 025 Text relay: 18001 0800 138 1625 By post: PO Box 851, Leeds LS1 9QS

Susy Lamplugh Trust

The Trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological. Tel: 020 83921839 Email: info@suzylamplugh.org
www.suzylamplugh.org

Victim Support

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111

www.victimsupport.com

Women's Aid Federation of England and Wales

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.

www.womensaid.org.uk/information-support

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000