

Safeguarding Children & Vulnerable Adults Policy

Policy Level	One
Policy Category	Safeguarding Children and Vulnerable Adults
Policy Authority	Board
Lead Committee	Safeguarding
Lead Director	Vikki Kennesion
Approved Date	11/07/2025
Review Date	31/07/2027

Introduction

The YMCA Fairthorne Group (YMCA FG) seeks to serve the needs of children, young people and vulnerable adults and in doing so, takes seriously their welfare. We recognise that it is our responsibility as an organisation to prevent their physical, sexual or emotional abuse and to prevent their neglect or exploitation. Each individual employee, volunteer or board member shares this responsibility. Therefore, we are committed to implementing, maintaining and regularly reviewing our Safeguarding policies and procedures. YMCA is committed to creating an environment which is safe and a culture where concerns are freely raised and responded to with rigor and resolve.

Policy Purpose

The policy has been produced to ensure that all information regarding the safety and wellbeing of children and vulnerable adults is acted upon appropriately. The policy (when shared) ensures that all staff and volunteers clearly understand their own responsibilities, where to access support and how to escalate their concerns. The policy relates to children and vulnerable adults within our direct care or those within the communities in which we work. This combined Level 1 children and vulnerable adults safeguarding policy has been produced in recognition that much of our work is with young people in the transition years between childhood and adulthood. The YMCA FG will apply equal rigor to our safeguarding procedures regardless of the age of the individual.

Definitions

Child	A child is anyone who has not yet reached their 18th birthday.
Vulnerable Adults	Vulnerable Adults are 18 years and over and due to their specific circumstance are more exposed to being exploited or abused.
Child Protection	Actions taken and documented by YMCA Fairthorne Group in response to a concern about a child and/or their family.
Safeguarding	Actions taken by YMCA Fairthorne Group to ensure the wellbeing of children and vulnerable adults whilst in our care.

Legislative Context

The following legislation collectively influences our safeguarding policy;

The Children Act 1989 (and its amendments)

The Children Act 2004

Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedom Bill

Children and Families Act 2014

Working Together to Safeguard Children, July 2018

Children and Social Work Act 2017

Female Genital Mutilation Act 2003 as amended in Serious Crime Act 2015

DfE (Guidance) Nov 2014 – Promotion of British Values

Barring and Disclosure updated 16th July 2020

Care Act 2014, updated 2018

Sexual Offences Act 2003

Public Interest Disclosure Act 1998

Principal National Guidance

Working Together to Safeguard Children, Department of Education Published 26th March 2015 updated 2023 (www.gov.uk)

Keeping Children Safe in Education, Department of Education 2024 (www.gov.uk)

Local Accountability

YMCA Fairthorne Group works within the guidelines and procedural requirements of the Hampshire, Isle of Wight, Portsmouth and Southampton Local Safeguarding Children Partners (known as HIPS).

Global Perspective

YMCA Fairthorne Group supports the practical application of the United Nations Convention of the Rights of the Child (UNCRC) in all relevant aspects of our work.

Designated Responsibilities

Whilst every member of staff and volunteer has any individual responsibility to safeguard and protect children and vulnerable adults, the organisation has designated the following individuals with specific responsibilities;

Designated Safeguarding Officer – Phillipa Spicer, Chief Executive.

Duty Designated Safeguarding Officer – Vikki Kenneson, Director of Early Years.

In their absence, any member of the Director team who holds a current DSL Level 3 qualification may deputise.

Designated Safeguarding Board Member – Christina Brandi, Trustee.

An organisation wide Safeguarding Committee will meet annually.

This Policy is supported by the following level 2 operating policies;

- Anti-Bullying, Prevention & Intervention Policy
- Confidentiality Policy
- Programme Delivery Policy
- Safeguarding Children and Child Protection Operating Guidance
- Safeguarding Vulnerable Adults Operating Guidance

The Operating Policies includes reporting and referral protocols and safer recruitment requirements.

Safer Working Practice

The YMCA Fairthorne Group has adopted the publication Guidance for Safer Working Practice for Adults who work with Children and Young People DCSF 2019, updated in April 2023.