



Accessibility Powys Safeguarding Policy

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Mission Statement

Accessibility Powys is committed to safeguarding and promoting the welfare of children and vulnerable adults. As an organisation for disabled people and their families we are aware that disabled people are often at increased risk of abuse and are also often vulnerable &/or subject to adverse circumstances and as such we need to be fully alert and responsive to signs of abuse or disadvantage

We work closely with the local authority, teaching health board and third sector organisations to safeguard and promote the welfare of our beneficiaries. This includes information sharing, advocacy and direct service delivery

Our board of trustees holds ultimate responsibility for safeguarding in the organisation and we recognise that safeguarding is everybody's responsibility and as such all staff, contractors and volunteers will be expected to adhere to this policy.

Legislative framework for safeguarding

- All Wales procedures covering the safeguarding of children and adults are set out in the Wales Safeguarding Procedures found at www.safeguarding.wales These can be easily referenced via the Wales Safeguarding Procedures App which all staff, volunteers and contractors

(together known as workers) are encouraged to download and should use for reference.

Safer Recruitment

- All Accessibility Powys recruitment adverts will contain a statement on our commitment to safeguarding
- All recruitment processes for workers who will have direct contact with children and adults at risk will be conducted by workers who have undertaken safer recruitment training
- All workers undertaking any regulated activity will require DBS check to be completed prior to commencing such activity and any appointments to such roles will be subject to satisfactory references

Support for Staff & Volunteers

- For workers involved in direct work with vulnerable persons, support will be available through 1-1 or group supervision according to the Accessibility Powys Supervision Processes. Supervision is an opportunity to learn and explore difficult issues and within supervision the safeguarding responsibilities of workers will be a feature whilst the issues addressed will provide an opportunity for learning
- All staff and volunteers in beneficiary facing roles will be required to undertake safeguarding training as part of their induction, with refreshers at least every two years
- As an organisation we are committed to treating volunteers on an equal footing with paid staff, in terms of support, appreciation of contributions and availability of identified training and development

- Accessibility Powys's code of conduct applies to staff, volunteers and contractors alike and sets out the professional conduct and boundaries to which we adhere

Safeguarding Officer

- A lead trustee for safeguarding, along with a safeguarding officer and deputy will be appointed and their details made available to all workers
- The safeguarding officer is available for consultation around safeguarding issues and is responsible for ensuring all staff, and the wider organisation, have the requisite skills and knowledge to fulfill their safeguarding responsibilities
- The lead trustee for safeguarding will ensure that the safeguarding practice within the organisation is governed by appropriate policies and practice

Suspected incidents of abuse, neglect or of harm

- Any worker having any concern about a safeguarding issue, or about whether an issue may be a safeguarding matter should notify and discuss the concern with the safeguarding officer to clarify any actions required.
- In addition to any other actions taken; the issue of concern, the consultation with the safeguarding officer and any actions taken should be recorded on the casefile

Confidentiality and consent

- Accessibility Powys's services are offered on a consent-based basis and confidentiality is maintained according to our data protection and GDPR

policies. However, with safeguarding issues there are limits in respect of both consent and confidentiality.

- We would always seek to “work with” rather than “doing to” or “doing for” workers and beneficiaries alike. However, when there is a concern that a child may be at risk of abuse, neglect or harm a decision may be made to share information and take action, without consent
- Adults who have capacity should always give their consent to any action taken or information shared unless it is felt that there is an imminent risk of serious harm (risk to life and limb).
- With adults who do not have capacity it will still be important to explore and explain issues with them as far as their understanding permits and to seek their views, but safeguarding action may at times be taken by others, on their behalf, without their consent.
- It is thus important that the bounds of confidentiality are explained to beneficiaries when working with them.
- Any decision to share information or take action without consent should only be made in an absolute emergency i.e., when there is a need to call emergency services, or after discussion with the safeguarding officer or their deputy

External communication - making a safeguarding report

Many of our beneficiaries will already have a social worker and thus often these will be the people with whom safeguarding matters should be shared, however if there is no known social worker or it is felt necessary to make a new referral this should be done as set out on the webpages below

For children, please follow this link

[Report Child Abuse - Powys County Council](#)

For adults, please follow this link

[Report Adult Abuse - Powys County Council](#)

Concerns about persons within the organisation or wrongdoing within the organisation

Accessibility Powys recognises the possibility that concerns about a person within the organisation or about the organisation itself may arise.

Where a concern arises about a person within the organisation the All Wales Safeguarding Procedures should be followed. The process where the person is in a position of trust is as described in the following link: [Social Care Wales \(safeguarding.wales\)](https://www.safeguarding.wales)

Should a worker within the organisation have concerns about practices within the organisation, that may involve wrongdoing &/or harm to others these should be addressed where possible with the line manager in the first instance. If this is not possible the trustee with lead safeguarding responsibility should be approached. If this too is not possible advice can be sought externally. Helpful resources can be found via these links:

The Whistleblowing Charity

Protect www.protect-advice.org.uk/

Report Serious Wrongdoing at a Charity as a Charity Worker or Volunteer

Charity Commission <https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer>