

Bishop's Stortford University of the Third Age (B/S U3A).

Safeguarding Vulnerable People Policy

INTRODUCTION

B/S U3A recognises its responsibility to safeguard the welfare of people involved in its activities. This policy provides good practice guidelines to be followed by all members.

B/S U3A follows the Third Age Trust policy of providing equality of opportunity to all members and potential members, regardless of social standing, language, ethnicity, gender, orientation and educational background.

POLICY

All reasonable efforts will be made to facilitate membership for vulnerable people (as defined in the Home Office document No Secrets published March 2000) who wish to become members. **If required, membership will be extended to carers not meeting Third Age criteria, who will be covered by the liability insurance provided by the Third Age Trust, whilst in attendance.** Even if you have members who are willing to help you cannot allow them to take responsibility for another member's care as this could be deemed to be outside our insurance cover if any injury or damage resulted.

KEY PRINCIPLES

The key principles of the B/S U3A Safeguarding Vulnerable People policy are:

- The welfare of the vulnerable person is paramount to any other considerations.
- All participants, regardless of age, gender, disability, race, faith, culture, language or sexual identity have the right to protection from abuse or harm.
- All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.

Any such allegations or suspicions should be reported immediately in confidence to the group co-ordinator or any committee member for formal investigation under the B/S U3A **complaints policy**.

As a provider of activities for people no longer in full time employment, **children are not normally involved in B/S U3A activities**. However, they may occasionally be present accompanying one of our members. In this case, the member must be with the child at all times and is responsible for the welfare of the child. In such circumstances this policy applies to the child as well as to any vulnerable adults.

COMPLIANCE

B/S U3A requires all its members to comply with the best practice contained in this policy.

UNACCEPTABLE BEHAVIOUR

The following behaviours are not acceptable, will be treated seriously and may result in action being taken under the B/S U3A **complaints policy**.

- Working alone with a child, children or vulnerable adult.
- Consuming alcohol whilst responsible for children or for vulnerable adults.
- Bullying or humiliating vulnerable people.
- Inappropriate or unnecessary physical contact with a vulnerable person.
- Having an intimate relationship with any vulnerable person developed as a result of being in a position of trust.
- Making sexually explicit comments or sharing sexually explicit material.

Approved by executive committee July 2017

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