



Safeguarding Policy

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Policy Statement

This policy provides details of our safeguarding commitment and principles for the protection of all young people and vulnerable adults who come into contact with RNLI activities.

Scope

This policy reflects the requirements and framework set out in the Statutory Guidance Working Together to Safeguard Children 2018, the Care Act 2014 and the Children First Act 2015 (Ireland).

The term **young person** has the specific legal meaning of anyone below the age of 18 years.

A **vulnerable adult** is someone who has needs for care and support, and/or is experiencing or is at risk of harm, abuse or neglect and is unable to protect themselves.

We may refer to the term **vulnerable people** throughout the document to incorporate both young people and vulnerable adults.

This policy applies to all volunteers, permanent and temporary employees and all associated persons such as contractors, consultants and others employed under a contract for services. In addition this policy will apply to any persons involved with work for or on behalf of the organisation in any setting including students, agency workers and partners.

The above will be referred to as RNLI representatives throughout this document.

Principles

All RNLI representatives working with vulnerable people must promote their welfare, health, wellbeing and development and take every reasonable precaution to protect them.

The RNLI seeks to provide an environment where all, and specifically those who are vulnerable, are kept safe from harm, abuse and neglect while they are involved with the organisation in any way. We take every reasonable precaution to minimise such risks.

RNLI representatives have a personal responsibility for safeguarding the welfare and wellbeing of all young people and vulnerable adults by protecting them from harm, abuse and neglect and will report this and support them wherever this happens.

Our Commitment

The RNLI will:

- Ensure the welfare of the young person and vulnerable adult is paramount
- Stop harm, abuse or neglect wherever possible
- Prevent and reduce the risk of harm, abuse or neglect wherever possible
- Protect, maintain and uphold the human rights of young people and vulnerable adults
- Ensure all young people and vulnerable adults, regardless of age, disability, gender, racial heritage, religious or other belief and sexual orientation or identity have the right to protection from all types of harm, abuse and neglect
- Work in partnership with the vulnerable person, their parents, carers and agencies to promote their welfare
- Provide support and training for everyone who may be in contact with young people and vulnerable adults during their duties

In order to meet our commitments, the RNLI will ensure that:

- Employees and volunteers are familiar with and have access to the safeguarding policy and safeguarding tips leaflet
- Measures are taken to continue to review and improve our safeguarding policy and practices
- Effective procedures are in place for responding to safeguarding incidents, concerns and allegations of abuse (see reporting procedure in Appendix 4)
- Everyone knows how to report and respond to a safeguarding incident or concern
- There are appropriate risk assessments for its activities
- Appropriate level of recruitment and screening checks are followed for every hire (volunteers and employees). The RNLI's recruitment and selection procedures will minimise the risk of appointing anyone who may be unsuitable to work with young people and vulnerable adults. These procedures are consistent with current legislation and safeguarding best practice (for more information see Employment Screening Policy)
- All suspicions and allegations of harm, abuse and neglect will be taken seriously and responded to swiftly and appropriately
- Training and support is in place for everyone who may come into contact with young people and vulnerable adults during their RNLI duties. Training will be determined by the type of role the individual has and which safeguarding level has been assigned to the job/role profile (see Safeguarding Levels and Measures in Appendix 1).

Responsibility

Line Managers are responsible for ensuring that this policy and procedure is applied within their own area.

All persons referred to within this policy and/or procedures are required to be familiar with their role.

Any queries on the application or interpretation of policy and/or procedure must be discussed with HR Services prior to any action being taken.

The People Department has the responsibility for ensuring the maintenance, regular review and updating of this policy.

The policy and procedure does not form part of an employee's contract and maybe subject to change. Revisions, amendments or alterations to the policy and/or procedure can only be implemented following approval by the People Department.

Associated Policies

The Safeguarding policy and procedures should be read and understood in conjunction with the following associated policies and procedures:

- Recruiting RNLI Volunteers handbook
- Social Media policy
- Safety, Health and Environment policies (including Personal Safety & Lone Working and Risk Assessments)
- Vulnerable Circumstances policy
- Whistleblowing policy
- Dignity at Work policy
- Inclusion & Diversity policy
- Responsible Use of Computers
- Film Usage
- Volunteer Guidelines
- RNLI Guide to Risk Assessments