



*Strength Shack*

## **Strength Shack Safeguarding Policy**

Strength Shack is committed to ensuring that all service users are always safeguarded whilst receiving service provision.

### **Scope of the Policy**

The aim of this policy is to ensure both:

- The safety of vulnerable adults, children and all service users by outlining clear procedures for handling safeguarding issues
- That all service providers and volunteers of the Strength Shack are clear about their safeguarding responsibilities.

Service providers and volunteers of the Strength Shack may potentially encounter children and vulnerable adults through the undertaking of their normal everyday duties. These include providing exercise and lifestyle programmes and advice inside and outside of the gym environment, carrying out consultations, health and fitness reviews, fitness events, employee wellbeing packages, online coaching and social media use, plus any other responsibilities to ensure the safe and effective running of the company.

### **Definitions**

A vulnerable adult is a person aged 18 or over:

‘Who is or may need community care services because of mental or other disability, age or illness; and who is or may be unable to take care of him or herself against significant harm or exploitation.’

A child is defined as a person under the age of 18. Exceptions to this are:

- Children who are placed in local authority care are usually classed as children until aged 21,
- and those with special needs are regarded as children while aged under 25.

### **What is abuse?**

Abuse is a violation of an individual’s human and civil rights by any other person or persons. It can take a variety of forms.



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<b>Children</b>	<b>Vulnerable Adults</b>
<ul style="list-style-type: none"><li>• Physical Abuse</li><li>• Sexual Abuse</li><li>• Psychological/ Emotional Abuse</li><li>• Neglect</li></ul>	<ul style="list-style-type: none"><li>• Physical Abuse</li><li>• Sexual Abuse</li><li>• Psychological/ Emotional Abuse</li><li>• Financial or material abuse</li><li>• Neglect or Acts of Omission</li><li>• Discriminatory Abuse</li><li>• Institutional Abuse</li><li>• Forced Marriage</li></ul>

### **Implementing this policy**

The Strength Shack will:

- ensure that all relevant employees and volunteers have an appropriate Disclosure and Barring Service (DBS) check where required.
- ensure that all staff and volunteers are aware of these safeguarding procedures
- have a named Safeguarding lead who understands his/her responsibility to refer any safeguarding concerns to the appropriate statutory agency (i.e. Police, Social Services). Each Local Authority has a Local Authority Designated Officer (LADO) who should be contacted with safeguarding issues.
- ensure that any suspicions and allegations of abuse will be taken seriously and responded to quickly and appropriately

### **What to do if you are concerned?**

If you have concerns about a child or vulnerable adult don't keep the information to yourself.

Report any concerns to the Safeguarding Lead (below) who will then contact <https://www.gscb.org.uk/>

If you have a general concern report this to the local children's or adult's safeguarding board who will record your concerns and follow them up. Do not discuss your concerns with anyone outside these teams and make a note of the date, time and person to whom you reported your concerns.



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### **What happens if someone discloses something or makes an allegation?**

- Remain calm; don't show any strong reactions such as shock and disgust.
- Reassure the person that they are doing the right thing by telling you, and it is not their fault.
- Take the allegation seriously. Do not promise confidentiality; explain that you must share this information, but only to people who need to know such as the safeguarding lead.
- Accept what is said without comment or judgement.
- Take time to listen carefully to what is being said. Do not ask leading questions – use words such as what, why, who, when and how. This will allow them to share their story freely.
- Do not ask too many questions or press for more details. Do not interrupt them – allow them to share whatever is important to them.
- It is crucial that you record what was said/ what you saw, where it was said/ where you saw it and who was there, including their relationship to you, any questions you have asked and their views and wishes. In the case of a vulnerable adult also record what they want to be done. Do this as soon as you can so that none of the detail is lost – make sure you use the individual's own words as much as possible – do not add any interpretations, reactions, evaluations or conclusions.
- This information should be kept confidential and passed onto your safeguarding lead as soon as possible. Do not keep a copy for yourself.

### **Named Safeguarding Lead Person**

The details of the named contact for The Strength Shack are:

Matthew Parker, [strengthshack@gmail.com](mailto:strengthshack@gmail.com), 07840266777.

The named person will be aware of and follow the guidelines above. This document should be read in conjunction with the:

- Equality & Diversity Policy
- Health & Safety Policy/Risk Assessment



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## **Responsibilities**

**All employees** (full-time, part-time or volunteers) have responsibility to follow the guidance laid out in this policy and related policies, and to pass on any welfare concerns using the required procedures.

We expect all staff (full-time, part-time or volunteers) to promote good practice by being an excellent role model, contribute to discussions about safeguarding and to positively involve people in developing safe practices.

**I confirm that I have been made fully aware of, and understand the contents of, the Safeguarding Policy and Procedures for The Strength Shack.**

**Please complete the details below and return this completed form to Matthew Parker, [strengthshack@gmail.com](mailto:strengthshack@gmail.com).**

Employee Name: Matthew Parker

Employee Signature:

A handwritten signature in black ink, appearing to read 'Matthew Parker', with a long horizontal flourish extending to the right.

Date: 11/09/20