



Safeguarding Policy
(Child & Vulnerable Adults)

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Introduction

The St Anns Advice Group and the Chase NC believes that everyone has a right to live a life free from harm, abuse, and risk of radicalisation. The St Anns Advice Group and the Chase NC recognises its responsibility to safeguard the welfare of all children, young people, and adults, by a commitment to practice which protects them. The charity tries to ensure we are aware of current affairs, trends and themes and how these can influence practice and policies e.g., COVID 19. The St Anns Advice Group and the Chase NC will update policies and procedures to reflect changes to statutory requirement to good practice and current issues.

The welfare of the child, young person or adult is paramount

All persons, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from all types of harm or abuse. This includes protection against extremism and radicalisation

Working in partnership with children, young people, their parents, adults, carers and other agencies is essential in promoting their welfare.

Working with children or Adult at Risk

The aims of safeguarding are as follows.

- To prevent harm and reduce the risk of abuse or neglect to adults/children with the care and support needs.
- To stop abuse or neglect wherever possible.
- To safeguard adults/children in a way that supports them to make choices and have control about the way they live their lives.
- To promote an approach that concentrates on improving life for the adult/children (s) concerned.
- To raise public awareness so that communities, alongside professionals, play their part in preventing, identifying and responding to abuse and neglect.
- To provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and well and what to do to raise a concern about the safety or wellbeing of themselves or other adults/children.
- To address what has caused the abuse or neglect

Types of risk you should be aware of: -

- Physical Abuse
- Domestic violence and abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Cyber Abuse
- Health & Safety
- Bullying or harassment
- Organisational abuse
- Neglect and acts of omission
- Self-neglect
- County lines and cuckooing
- Commercial Exploitation
- Extremism and radicalisation
- Forced marriage
- Human trafficking
- Female gender mutilation
- Discrimination on any of the grounds in the Equality Act 2010
- People may target the charity
- A charity culture may allow poor behaviour and poor accountability
- People may abuse a position of trust they hold within the charity
- Data breaches – including those under General Data Protection Regulations

Definition of Adult at Risk

An "[Adult at Risk](#)" is defined as any person aged 18 years and over who is or may be in need of community care services by reason of mental health issues, learning or physical disability, sensory impairment, age or illness and who is or may be unable to take care of him/herself or unable to protect him/herself against significant harm or serious exploitation.

The range of people considered to be vulnerable has been widened to include, people encountering domestic violence, substance misusers and asylum seekers

Within this policy, a vulnerable adult is defined as anyone who has reached the age of 18 (or 24 years if identified with learning or additional needs) and either:

- is in residential accommodation

- is in sheltered housing
- receives domiciliary care
- is detained in lawful custody
- is under supervision by virtue of an order of a court
- receives welfare service of a prescribed description
- receives payments (personally or via a third party) under the Health and Social Care Act 2001
- requires assistance in the conduct of their own affairs
- requires assistance due to age, health, physical or mental disability or substance abuse.

The welfare of our centre users is paramount. Adherence to these guidelines protects vulnerable adults, The St Anns Advice Group and the Chase NC staff and the reputation of the service.

[“Children at Risk”](#) are persons under the age of 18 who experience an intense or chronic risk factor, or a combination of risk factors in their environment, and/or relational domains that prevents them from pursuing their rights or given potential.

The safeguarding of vulnerable children comes into four areas of vulnerability –

There are 4 areas of vulnerability - physical, medical, emotional, educational. The physical covers, appropriate clothing, food, supervision, a safe and clean home.

This guidance is covered in The Safeguarding Vulnerable Groups Act (SVGA 2006)

Safeguarding Vulnerable Groups Act 2006 is up to date with all changes known to be in force on or before 12 April 2025. There are changes that may be brought into force at a future date

The Care Act 2014. Section 42

Care Act 2014, Section 42 is up to date with all changes known to be in force on or before 14 April 2025.

Section 32 of The Children Act 1995

GENERAL COMMENTS

It is recognised that staff often work with those who are defined as vulnerable adults. The St Anns Advice Group and the Chase NC and its member organisations are committed to ensuring that such centre users are protected from any potential form of abuse whilst using our Centre.

Where allegations of abuse against a vulnerable person are made, these will be reported to the named responsible person within the organisation. This will be:

Tim Mountford Lisle – 07387104936

In the case of a threat of immediate danger the responsible person will contact the emergency services.

Safeguarding training is provided by the local authority and, at minimum, the named responsible person attend refresher courses annually. The St Anns Advice Group and the Chase NC is a committed charity that ensures the leadership and staff have access to training on a regular basis, to ensure high standards of risk management are adhered to.

The named person will contact the local authority – Adult Social Care on 0115 876 3330

In Nottingham, safeguarding adults is coordinated by the Nottingham City Safeguarding Adults Board (NCSAB), which works to protect adults at risk of harm and abuse. The board collaborates with various services and organizations to ensure effective safeguarding practices.

Safeguarding referrals outside the hours stated above should only be made when immediate action is required by the local authority to make an adult at risk safe.

Nottingham City Council on 0115 8761000 For children and adult social services

The St Anns Advice Group and the Chase NC recognise that centre user welfare is paramount, that vulnerable child or adult regardless of gender, ethnicity, sexuality or beliefs have the right to be protected from abuse or neglect. All allegations of abuse against a vulnerable person will be taken seriously.

Procedures following allegation or suspicion of abuse

The St Anns Advice Group and the Chase NC has a named person, usually the Manager or Senior Adviser, who will deal with allegations of abuse against a vulnerable adult.

It is recognised that any member of staff within the organisation might witness or have reason to believe that a vulnerable person is subject to emotional, physical, sexual, financial abuse or neglect. If an allegation of abuse is made by a vulnerable adult or a third party:

- The adviser will make a note of the time and date that the allegation was made, who made the allegation, and the nature of the allegation.
- The adviser will record only the relevant facts, preferably in the language/words used by the person making the allegation and will not ask any questions which may seem to be 'leading'.
- The adviser will report the allegation to the named person – and the person making the allegation will be made aware that this will happen. The person making the allegation will also be made aware that whilst the organization will not automatically report the allegation to the authorities, this may happen.
- The organisation will not participate in any form of 'investigation', i.e. must not start a process of 'fact finding'. If the organisation is subsequently required to take part in a criminal investigation or a 'Serious Case Review' the named responsible person will take further advice –

- In most cases the organisation should offer to support the person making the allegation and make them aware of the options that are available to them i.e. contacting the local social services or police. In some cases, the adviser may offer to help them make initial contact with these agencies.
- If, however, there is a clear and immediate danger to an individual then confidentiality will be broken, and priority given to the safety of that individual.
- Equally if The St Anns Advice Group and the Chase NC user or third party makes an allegation of abuse, and it becomes clear to the organisation that no further action has been taken since the interview, then it may be that the organisation decides to take steps to report the allegation.

If the named person has any reservations about breaching confidentiality, they will seek further advice

Protecting vulnerable adults/children from abuse and staff/volunteers from allegations of abuse

No member of The St Anns Advice Group and the Chase NC staff in the course of their work, or as a result of having had contact with a vulnerable individual through the course of their work, will:

- visit a vulnerable person in their home unless on an official pre-arranged visit
- transport a vulnerable adult/child alone in their car unless prior arrangements have been made with the named person or in case of a medical emergency
- make any comments with sexual overtones, even in humour, or partake in any 'horse play' with a vulnerable adult
- allow a vulnerable person into their home
- engage in rough physical games – apart from structured sports activities which may be part of a community event etc.
- allow or engage in inappropriate touching of any form
- allow a vulnerable person to use inappropriate language unchallenged
- make sexually suggestive comments about or to a vulnerable person, even in fun
- let allegations a vulnerable adult/child makes go unchallenged or unrecorded
- do things of a personal nature for a vulnerable adult/child that they can do for themselves
- lend money to or borrow money or possessions from a vulnerable person. They will not agree to make any purchases, or undertake any financial transactions, on behalf of The St Anns Advice Group and The St Anns Advice Group and the Chase NC user.

In addition:

- If the Centre' user has access to third party support i.e. a social worker, then it is advisable for that person to attend appointments with the Centre' user, whenever possible.

- If an adviser has any concerns about visiting a vulnerable individual on their own, then steps should be taken to ensure another staff member attends.
- Anyone undertaking solo home visits must have been DBS-screened.

When a young person reaches the age of 18 the responsibility for their wellbeing may transfer to adult service providers. Although they cease to be subject of the Safeguarding Children Procedures, some adults may continue to be vulnerable.

The policy and procedures apply to all children and young people up to the age of 18 years, including unborn babies, Within the document the terms “children” or “child” refer to all children and young people up to the age of 18 years.

The fact that a child has become sixteen years of age, is living independently or is in further education, is in the armed forces, in hospital, or in prison or a young offender’s institution, does not change their status or their entitlement to services or their protection under the Children Act 1989.

Types of Abuse & Neglect

- Abuse of trust
- Child sexual exploitation
- Child Trafficking
- Discriminatory abuse
- Domestic violence or abuse
- Emotional Abuse
- Female Genital Mutilation (FGM)
- Financial or material abuse
- Grooming
- Harmful sexual behaviour
- Modern slavery
- Neglect
- Online abuse
- Organisational or institutional abuse
- Physical Abuse
- Psychological or emotional abuse
- Radicalisation of children or vulnerable adults
- Self-neglect
- Sexual Abuse

(These categories can overlap, and an abused child or adult often suffers more than one type of abuse).

Disabled children and young people are particularly vulnerable to abuse in any form. Safeguards for disabled children are essentially the same as for non-disabled children. Staff must maintain high standards of practice, remain vigilant to the possibility of a child being abused and minimise situations of risk. All staff must ensure that the children they work with know how to raise concerns and have access to interpreters/specialist workers and other aids to communication if required. Where there are concerns about the welfare of a disabled child, they should be acted upon in accordance with the procedures set out in this policy. The same thresholds for action apply. Where concerns are raised about a child who has communication difficulties, appropriate support, interpreting services and communication aids must be secured.

General

It is recognised that staff do not often work with un-accompanied children under the age of 18 years. However, services at Chase NC, are open to all including children and young people, and they can attend the Centre. Specific work with young people is carried out in the Children's Centres and with teenage parents, job clubs and many young people may use the venue for a wide variety of activities.

Where allegations of abuse against a child are made, these will be reported to the named responsible person in the organisation. This will be:

Tim Mountford-Lisle - 07387104936

In the case of a threat of immediate danger the responsible person will contact the emergency services. Safeguarding training is provided by the local authority and, at minimum, the named responsible person attend refresher courses annually.

The St Anns Advice Group and the Chase NC recognise that child welfare is paramount, that all children, regardless of gender, ethnicity, disability, sexuality or beliefs have the right to be protected from abuse. All allegations of abuse against a child will be taken seriously.

Procedures following allegation or suspicion of child abuse

It is recognised that any member of staff within the organisation might witness or have reason to believe or suspect that a child is subject to emotional, physical, sexual abuse or neglect. If an allegation of abuse is made by a child or a third party:

- The adviser will make a note of the time and date that the observation or allegation was made, who made the allegation, and the nature of the allegation
- The adviser will record only the facts, preferably in the language/words used by the person making the allegation, and will not ask any questions which may seem to be 'leading'

- Immediately report the allegation to the named person. The person making the allegation will be made aware that it may be necessary to breach confidentiality
- The organization will not participate in any form of “investigation” i.e., must not start a process of “fact finding”

The named person within the organisation will immediately contact Nottingham City Council’s Children and Families Direct on **0115 8764800** where experts will advise on the most appropriate course of action to take.

If the named person has any reservations about breaching confidentiality, they will seek further advice

Protecting children from abuse and staff / volunteers from allegations of abuse

No member of the staff in the course of their work, or as a result of having had contact with a child or its family through their work, will:

- visit a child in their home unaccompanied
- transport a child in their car unless prior arrangements have been made with the named person or in case of a medical emergency
- make any comments with sexual overtones, even in humour, or partake in any “horse play” with a child
- allow a child into their home
- engage in rough physical games – apart from structured sports activities which may be part of a community event etc.
- engage in sexually provocative games
- allow or engage in inappropriate touching in any form
- allow children to use inappropriate language unchallenged
- make sexually suggestive comments about or to a child, even in fun
- let allegations a child makes go unchallenged or unrecorded
- do things of a personal nature for children that they can do themselves
- take photographs of a child without parental consent.

Allegations against staff

Any suspicion, allegation or actual abuse of a child or vulnerable adult by an employee, trustee, volunteer, mentor, student, agency worker, contract, and unpaid staff must be reported to the Designated Safeguarding Officer and/or to the HR Manager immediately.

Concerns about staff must be treated with the same rigour as other concerns. The management team and designated responsible person will refer to the Disciplinary Policy and Procedure and decide whether the member of staff should be suspended pending a full investigation.

There may be instances when a staff member's performance or conduct when working with children and/or vulnerable adults will lead to disciplinary procedures being invoked. The Disciplinary Policy is available on the shared drive and hard copies in each office. The nature of the concern about the staff member's conduct and or performance will determine how and what disciplinary action is taken.

On occasion, a child or vulnerable adult may abuse another child or vulnerable adult. Safeguarding procedures should be followed in respect of all parties in those situations.

`Whistleblowing'- Making a disclosure in the public's interest. It means that if you believe there is wrong-doing in the centre or workplace, it can be reported by following the correct processes and your rights as an employee or individual are `protected'.

"Malpractice"- could be improper, illegal or negligent behaviour by anyone in the workplace.

All Protection Policies

These policies will be reviewed annually. Necessary changes that are identified in the interim period, as a result of amendment to legislation or local children and family's procedures, will be made as required.

This policy should be viewed alongside the *Nottingham and Nottinghamshire Multi Agency Safeguarding Vulnerable Adults Procedure for raising a concern and referring* which is saved alongside this document on the shared drive. This manual contains a 'flow chart' of the reporting process. There is also a hard copy on the staff notice board.

Risk Assessments are carried under our Risk Assessment Policy to ensure the safety of all adults and children who use our Centre.

Safeguarding Boards:

- Nottinghamshire Safeguarding Children Partnership (NSCP)
- Nottingham City Safeguarding Children Partnership (NCSCP)
- Nottinghamshire Safeguarding Adults Board (NSAB) Nottingham City Safeguarding Adults Board (NCSAB)

All staff should have a basic awareness of safeguarding issues and undertake level 1 training as part of their induction to work & role.

This includes:

- **Being alert to the possibility of abuse and neglect**
- **Having enough knowledge to recognise an abusive or potentially abusive event or set of circumstances**
- **Knowing who in the organisation to raise concerns with**
- **Being competent to take the appropriate immediate or emergency action. General principles**

People seeking advice or other help should feel safe and be able to trust the service offered by The St Anns Advice Group and the Chase NC member organisations. The St Anns Advice Group and the Chase NC members and those who work with them in any capacity have a responsibility to safeguard & protect the centre users and the wider community, particularly children and vulnerable adults, from harm, abuse and neglect abuse of all kinds. (Refer back to types of abuse Page 6)

Judgements relating to centre user's protection will err on the side of protecting centre users from possible risks or perceptions of risk which may deter someone in need from using the service. It is essential that leadership promote out of the box thinking as well as following statutory guidelines implicitly. If a staff member or volunteer has a feeling that something is not right, they should discuss their concerns with the designated member of staff for safeguarding.

All staff, voluntary and paid, and trustees will adhere to the policy and guidelines. Failure to do so could have implications for The St Anns Advice Group and the Chase NC and individual organisations as a provider of services and to their reputation.

The aim of this policy is to ensure that The St Anns Advice Group and the Chase NC has procedures to provide a speedy and effective response for dealing with concerns about a vulnerable individual.

Recruitment and Supervision

Organisations will ensure that sound recruitment practices are in place to ensure that anyone considered to be a risk to vulnerable adults/children does not enter The St Anns Advice Group and the Chase NC service. The following precautions will reduce this risk:

- Anyone applying to work within The St Anns Advice Group and the Chase NC will be asked to provide two references from former employers.
- All staff where appropriate will be subject to a basic or enhance DBS check.
- If an applicant is unable to provide employer references, they should provide references from a community leader etc.
- Anyone who is selected for interview or to begin training within The St Anns Advice Group and the Chase NC will be asked to disclose details of any unspent convictions.
- Thorough induction training must be provided to ensure that staff/volunteers are aware of The St Anns Advice Group and the Chase NC service's core values, confidentiality, best practice and safeguarding vulnerable adults/children.
- Staff and volunteers should be given regular supervision and have training needs assessed. Annual Appraisals will be undertaken by the end of March each year. These will capture training needs
- Regular case checking should be adopted and any unusual or excessive contact with a vulnerable adult/child recorded.

Screening of Paid and Voluntary Staff

Some staff/volunteers are required to have the basic Disclosure & Barring Service (DBS) check which came into operation in 2012 and if their role criteria requires an enhanced DBS check can be undertaken. ***The employee or volunteer are not able to undertake their role until clearance is given.*** (For further information go to – www.gov.uk/dbs)- and section (24 of the Police Act 1997). Having the DBS check helps the organisation to assess the suitability of applicants for positions of trust at Chase NC.

The basic disclosure will reveal details of unspent convictions, it will not reveal details of spent convictions or 'soft intelligence' e.g. any anecdotal evidence from local police forces, current surveillance activity etc. The length of time before a conviction becomes spent varies from three and a half to ten years depending on the length of sentence and the age of the individual when sentenced. Sentences of more than two and a half years are never spent and will show up on a basic disclosure.

The management of The St Anns Advice Group and the Chase NC should ensure that relevant staff, volunteers and trustees have DBS screening, to ensure that they are legally able to act in their positions with organisation. This should be done alongside references and interviews when recruiting new staff/volunteers & trustees. To give a broad and informed view to management about risk of abuse or harm.

Every member of staff/volunteer and trustee should have a clear oversight of how safeguarding and protecting people from harm is managed within their charity. This means their performance needs monitoring not just statistics: but with supported information, such as qualitative reports. All roles within The St Anns Advice Group and Chase NC should be risk assessed. This will help management understand common themes, identify risks and gaps, so the management of the charity can ensure they are addressed and managed appropriately and in a timely way.

Enhanced DBS Checks

The management at The St Anns Advice Group and the Chase NC, will ensure that staff working in a position which involves training, supervision of staff are required to have the enhanced DBS check. This includes the designated members of staff and the Centre manager.

The law states that the DBS checks should be managed at senior level. They are required to have secure storage, handling, use retention and disposal for DBS certificate and certificate information. The designated person and manager at The St Anns Advice Group and the Chase NC will be responsible for the oversight of this. Line Managers are required to ensure DBS checks are reviewed and recorded on staff personal files.

The DBS recommends re-screening every three years. The St Anns Advice Group and the Chase NC will ensure this good practice. Note - If the organisation, is re-screening specific individuals, then this must be made clear in the original terms of employment.

Note – If St Anns Advice Group and the Chase NC is subject to pressure from a funder to screen administrative or advisory staff who do not qualify for the enhanced check. This must be qualified by certain settings etc. If a funder is making unreasonable blanket screening requirements further advice should be sought – Refer back to guidelines – (www.gov.uk/government/publications/handling-of-dbs-certificates-information)

Ex- Offenders

NOTE - A criminal record does not automatically make someone unsuitable for work. However, the organisation must not take on, in any capacity, an individual who has been convicted of a sexual offence against a child or vulnerable adult, regardless of when the offence took place.

The law specifies that an employer can see information about spent offences only if the role is covered within the Rehabilitation of Offenders Act.

Organisations must not assume that a criminal record makes someone unsuitable to work in the organisation. It must be made clear to prospective applicants in recruitment literature that there is no blanket ban – unless the offence is a bar to the position.

Organisations must not take on, in any capacity, an individual who has been convicted of a sexual offence against a child or vulnerable adult, regardless of when the offence took place.

Any other conviction must be considered on an individual basis. Some serious crimes need consideration and must undergo a full risk assessment. Certain 'white collar' crimes are notifiable and have implications for the organisation's insurance cover.

Serving prisoners

Only organisations that are part of a partnership project with their local prison should take on serving prisoners.

Recruitment

The requirement for an enhanced DBS check, in relevant posts, must be made clear from the start of the recruitment process. It does not need to be part of the advertisement but must be in the literature sent out to anyone responding to an advertisement.

When the job is offered, the letter to the successful candidate should again make this clear.

Recruitment of staff not able to have checks

Providers need to ensure that no recruitment decision compromises the safety of their Centre users or the reputation of the organisation. Candidates must still undergo the full recruitment process and the organisation must seek references.

Any employer is entitled to ask about relevant unspent convictions or cautions; this applies to both paid staff and volunteers. If an adviser does not currently qualify for DBS screening, they must not be asked about spent convictions.

Offences will be judged on an individual basis and if an individual attempt to conceal an unspent conviction, this could result in the withdrawal of an offer or dismissal later.

The following roles do not currently qualify for screening:

- Administrative staff whose work does not take place in a prescribed setting.
- Trustees who have no financial controls and direct contact with service users adult/children.

Confidentiality

Information about DBS disclosures must be kept confidential.

DBS guidance states that only one person in the organisation should deal with processing DBS applications, where possible this should be a senior manager.

Information received as a result of a DBS check should be disclosed only where there is a specific reason for doing so. If someone with a criminal record is recruited, they should be told who within the organisation knows of the conviction and why.

By law this information would usually be limited to those staff normally involved in the recruitment process. The individual's line manager should be informed only if the offence is directly connected with the job.

Once the disclosure result is received it must not be stored for longer than **six months**.

Disclosure certificates should be destroyed. The organisation may keep a record of who has been through the DBS check, when the application was submitted and when the disclosure result was received. Details of the results of the disclosure must not be recorded. This is in line with the DBS Code of Practice which is in turn based on data protection legislation.

Guidance for those involved in recruitment

Members of staff and trustees involved in the recruitment process will be made aware of this policy and understand the DBS Code of Practice.

Organisations whose staff work on projects that are targeted at vulnerable Centre' users must inform the Independent Safeguarding Authority if they discipline (and the complaint against them is upheld) or dismiss a member of staff who works on such a project for inappropriate behaviour with or against a vulnerable Centre' user

Further precautions - Recruitment and supervision

The St Anns Advice Group and the Chase NC will ensure that sound recruitment practices are in place to ensure that anyone considered to be a risk to children does not enter The St Anns Advice Group and the Chase NC.

The following precautions will reduce this risk:

- All staff where appropriate will be subject to a basic or enhance DBS check.
- Anyone applying to work within The St Anns Advice Group and the Chase NC will be asked to provide two references from former employers.
- If an applicant is unable to provide employer references, they should provide references from a community leader etc.
- Anyone who is selected for interview or to begin training with The St Anns Advice Group and the Chase NC will be asked to disclose details of any unspent convictions.
- Thorough induction training must be provided to ensure that staff/volunteers are aware of the Centres core values, confidentiality, best practice and safeguarding vulnerable adults and children.
- Staff and volunteers should be given regular supervision and have training needs assessed. They should have annual appraisals that shows competence in their role, developments in their practice, key objectives achieved during that period, training undertaken and further training needed during the following 12 month period, Key personal goals for the next 12 months.
- Regular case checking should be adopted and any unusual or excessive contact with a child recorded.

RESOURCES:-

Charity Governance Code

www.charitygovernancecode.org/en/front-page - Charity Governance Code for smaller charities 2020.

www.charitygovernancecode.org/en/pdf. Charity Commission Guidance on Safeguarding www.gov.uk/guidance/safeguarding-duties-for-charity-trustees.

Charity Commission Compliance Toolkit

www.gov.uk/government/collection/protecting-charities-from-harm-compliance-toolkit.

Serious Incident Reporting -Charity Commission England & Wales

www.gov.uk/guidance/how-to-report-a-serious-incident-reporting-a-guide-for-charity/trustees

Data Protection Guidance.

www.gov.uk/government/publications/sharing-safeguarding-practitioners-information-advice

Ensuring Openness, Accountability – updates

World Vision International – www.wvi.org/accountability/publication/2017-accountability-updates

Mental Health

Centre for Mental Health ACEVO Report 2019 – [Workplace Bullying in Charities and the Implication for Leadership - 'In Plain Sight'](#)

Guidance on Whistleblowing

[“Whistleblowing for Employees’ Charity Commission 2019](#)

Safe Organisational Culture

ACEVO – [Leading With Values: Creating A Safe Organisational Culture. \(On Line\)https://www.aveco.org.uk/leading-values-safe-organisational-culture 28.5.2019](#)

<https://www.aveco.org.uk/wp-content/uploads/2019/07/In-Plain-Sight-pdf>

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>.

Approved

25/11/24

