



Safeguarding

Effective safeguarding should include more than Disclosure and Barring Service (DBS) checks (formerly 'CRB checks'). It should also involve how you recruit, induct, train and support volunteers. Effective safeguarding is also about striking the right balance, so that vulnerable people are protected, but that equally, organisations do not become overly risk averse. The best way to both safeguard vulnerable people in your care and protect your staff and organisation from allegations of abuse is to follow recommended best practice in managing volunteers. This must include:

- Recruitment and Selection policies and procedures
- Screening
- Ongoing support, training and supervision

Clearly it is important to make sure you do not recruit anyone, paid or unpaid, to work with children or vulnerable people unless you are satisfied that they do not present any risk of harm to children or vulnerable people in your care. The safest way to do this is to follow rigorous recruitment procedures, always seek references, and always screen through DBS. However, duty of care does not end there. Once volunteers have been recruited, you need to make sure that they are, and continue to be, working with children in appropriate ways that do not present risks or concerns. The only way to put these safeguarding checks in place is to continually monitor and supervise a volunteer's performance.

For further information on the requirements regarding safeguarding and sample policies see:

- Volunteering England's website:
www.volunteering.org.uk/component/gpb/protectionandsafeguarding
- "Getting It Right" - Standards of Practice for the Protection of Children and Young People: www.volunteernow.co.uk/fs/doc/publications/getting-it-right-standards-of-practice-for-protection-of-cyp.pdf
- Safe Network:
www.safenetwork.org.uk/getting_started/Pages/Why_does_safeguarding_matter.aspx

Northumberland CVA, 107 and 109 Station Road, Ashington, NE 63 8RS

Tel: 01670 858 688 Email: volunteering@northumberlandcva.org.uk

Registered Company No: 5980151 : Registered in England Registered : Charity No: 1119404