



## **Policy Statement for the Protection of Children, Young People and Vulnerable Adults.**

### **COMMITMENT TO SAFEGUARDING.**

Indigo Kids is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults whilst they are in our care or accessing our services. We expect all our staff (volunteers, committee members and employees, whether paid or unpaid) and our partner organisations to share this commitment.

### **RECRUITMENT**

CRB checks at an appropriate level are mandatory for all employees, volunteers and support workers due to the nature of Indigo Kids' work.

In addition, person specifications for posts involving work directly with vulnerable groups will include at least one criterion about the candidate's suitability to work with the client group. This will be tested at a meeting with the management committee where applicants will be asked a specific question or questions about their suitability and/or their experience of safe working in the past. This is likely to include giving information about past employment history. Indigo Kids reserve the right to apply for one or more references. All referees are asked to comment specifically on the suitability of the candidate.

**No person will be appointed to work with vulnerable client groups if there is any doubt their suitability to do so.**

### **TRAINING**

Once appointed, the new member of staff will complete an induction process which will include gaining an in-depth understanding of abuse and neglect, and how to work safely and appropriately with vulnerable groups. Staff working with such groups will be supervised by their managers on a regular basis.

## **STANDARDS AND REFERRAL SYSTEMS**

Indigo Kids will seek guidance from appropriate sources to ensure that appropriate standards and referral systems are observed. We shall adopt systems that have been recommended by Nottinghamshire County Council's Adult Social Care and Health and Children and Young People departments.

## **MONITORING OF STANDARDS**

Members of staff may have their work monitored to ensure that they continue to be suitable for work with vulnerable groups. We reserve the right to suspend a member of staff and /or provide appropriate training where standards are not met. We shall seek support and counsel from the aforementioned departments to ensure that standards are maintained.