

Higham and Rushden u3a

Safeguarding Vulnerable People Policy

H&R u3a recognises its responsibility to safeguard the welfare of members involved in our activities. This policy provides advice to group leaders and specifies good practice guidelines to be followed by all members.

H&R u3a follows the Third Age Trust governing body policy of providing equality of opportunity to all members and potential members, regardless of social standing, language, ethnicity, gender orientation and educational background. All reasonable efforts will be made to facilitate membership for vulnerable people (as defined in the Home Office document “No Secrets” published March 2000) who wish to become members. If required, access will be extended to carers not meeting Third Age criteria.

The key principles of H&R u3a Safeguarding Vulnerable People policy are:

- The welfare of the vulnerable adult is paramount to any other considerations
- All participants, regardless of age, gender, disability, race, faith, culture, language or sexual identity have the right to protection from abuse or harm

Any allegations or suspicions of abuse or harm should be reported immediately in confidence to the group leader or any committee member for formal investigation under the Higham and Rushden disciplinary policy.

As a provider of activities for people no longer in full time employment, children are not normally involved in our activities. However, they may occasionally be present accompanying one of our members. In this case, the member must be with the child at all times and is responsible for the welfare of the child. In such circumstances this policy applies to the child as well as to any vulnerable adults.

Higham and Rushden u3a requires all its members to comply with the best practice guidance below. The following behaviours are not acceptable, will be treated seriously and may result in action being taken under the u3a disciplinary policy.

- Working alone with a child, children or vulnerable adult
- Consuming alcohol whilst responsible for children or vulnerable adults
- Bullying or humiliating children or vulnerable adults
- Inappropriate or unnecessary physical contact with a child or vulnerable adult
- Having an intimate relationship with any child or vulnerable adult developed as a result of being in a position of trust.
- Making sexually explicit comments or sharing sexually explicit material.