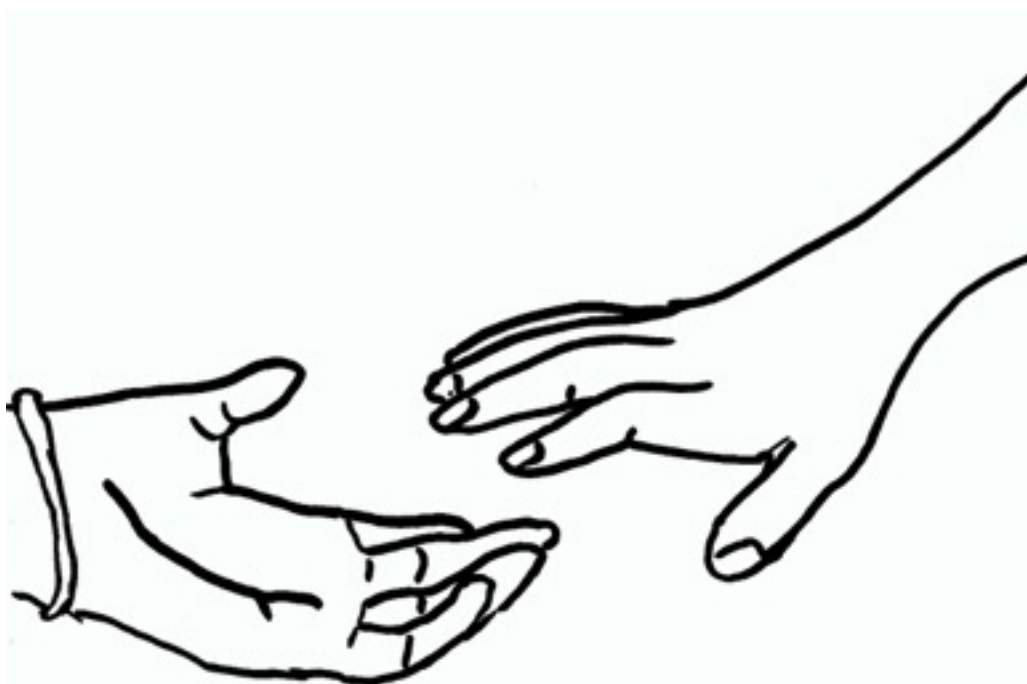


Motherwell Baptist Church

Safeguarding Policies and Procedures



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1. MISSION STATEMENT

As members of Motherwell Baptist Church, seeking to help all have life to the full we commit ourselves to the nurturing, protection and safe-keeping of all, especially vulnerable groups, creating a caring environment which encourages each person to grow to the maturity of their personal identity before God.

The Church Leadership [consisting of the Diaconate and the Ministry team] recognises the importance of the church's ministry to vulnerable groups and its responsibility to protect and safeguard the welfare of children and young people entrusted to the church's care.

As part of its mission, the Church is committed to:

- Valuing, listening to and respecting vulnerable groups as well as promoting their welfare and protection.
- Safe recruitment, supervision and training for all who work with vulnerable groups within the church.
- Adopting a procedure for dealing with concerns about possible abuse.
- Encouraging and supporting parents/carers.
- Supporting those affected by abuse in the church.
- Maintaining good links with the statutory protection authorities and other organisations.

Those who are members of vulnerable groups have much to give as well as receive. We will listen to each other. As we nurture each other in worship, learning and community life, we will respect the wishes and feelings of each other.

2. Child Protection Policy

For the purpose of this policy, PVG Scheme Records, PVG Scheme Record Updates, Standard and Enhanced disclosures will be referred to as Disclosure Records.

The Motherwell Baptist Church aims to ensure that all children are protected and kept safe from harm while they are with staff or volunteers in this organisation. In order to achieve this we will ensure our staff and volunteers are carefully selected, screened, trained and supervised.

Selection

- All applicants to our organisation will complete an application form
- Volunteers will complete and sign a Volunteer Agreement
- Short listed applicants will be asked to attend an interview
- Short listed applicants will be asked to provide references and these will always be taken up prior to confirmation of an appointment.
- The successful applicant will be asked to complete a self declaration form prior to the Disclosure Record being accessed.

Screening

The successful applicant will be asked to complete a Disclosure Record (relevant to the position applied for) prior to the applicant taking up the post.

Training

The successful applicant will receive induction training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure. Relevant training and support will be provided on an ongoing basis and will cover information about their role, and opportunities for practicing skills needed for work. Training on specific areas such as health and safety procedures, identifying and reporting abuse, and confidentiality will be given as a priority to new staff and volunteers and will be regularly reviewed.

Supervision

All staff and volunteers will have a designated supervisor who will provide regular feedback and support. Every member of staff and volunteer will attend an annual review, where their performance, skills, motivation and expectations will be discussed. Annual reviews will be minuted and copies made available to the member of staff/ volunteer.

It is an offence for an individual who is barred to undertake the type of regulated work from which they are barred.

It is an offence for an organisation to offer regulated work to someone who is barred or fail to remove a person from regulated work if they have been notified that they are barred.

It is an offence for an organisation not to refer an individual to Disclosure Scotland where the grounds have been met.

Reporting Abuse

Motherwell Baptist Church understands that in addition to making a referral (a written report) to Disclosure Scotland, Child Protection issues concerning workers (paid/unpaid), children and young people must always be referred to the child protection agencies (ie social work and/or police) for appropriate investigation.

The Motherwell Baptist Church will ensure that all staff and volunteers involved in recruitment, training and supervision, are aware of this policy and have received appropriate training and support to ensure its full implementation.

3. Adult Protection Policy

For the purpose of this policy, PVG Scheme Records, PVG Scheme Record Updates, Standard and Enhanced disclosures will be referred to as Disclosure Records.

This policy is for CRBS enrolled organisations accessing Disclosure Records for the purpose of assessing individual's suitability for paid and/or unpaid work.

The Motherwell Baptist Church aims to ensure that any protected adult is kept safe from harm while they are with staff or volunteers in this organisation. In order to achieve this we will ensure our staff and volunteers are carefully selected, screened, trained and supervised.

Selection

- All applicants (volunteer or paid) to our organisation will complete an application form
- Short listed applicants may be asked to attend an interview
- Short listed applicants will be asked to provide references and these will always be taken up prior to confirmation of an appointment.
- The successful applicant will be asked to complete a self declaration form prior to the Disclosure Record being accessed.

Screening

The successful applicant will be asked to complete a Disclosure Record (relevant to the position applied for) prior to the applicant taking up the post.

Training

The successful applicant will receive induction training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure. Relevant training and support will be provided on an ongoing basis and will cover information about their role, and opportunities for practicing skills needed for work. Training on specific areas such as health and safety procedures, identifying and reporting abuse, and confidentiality will be given as a priority to new staff and volunteers and will be regularly reviewed.

Supervision

All staff and volunteers will have a designated supervisor who will provide regular feedback and support. Every member of staff and volunteer will attend an annual review, where their performance, skills, motivation and expectations will be discussed. Annual reviews will be minuted and copies made available to the member of staff/volunteer.

It is an offence for an individual who is barred to undertake the type of regulated work from which they are barred.

It is an offence for an organisation to offer regulated work to someone who is barred or fail to remove a person from regulated work if they have been notified that they are barred.

It is an offence for an organisation not to refer an individual to Disclosure Scotland where the grounds have been met.

The Motherwell Baptist Church will ensure that all staff and volunteers involved in recruitment, training and supervision, are aware of this policy and have received appropriate training and support to ensure its full implementation.

4. CHILD PROTECTION PROCEDURES

TYPES OF ABUSE , SIGNS AND INDICATORS.

Sexual abuse is when a child or young person is pressurised, forced or tricked into taking part in any kind of sexual activity with an adult or young person. This can include kissing, touching the young person's genitals or breasts, intercourse or oral sex. Encouraging a child to look at pornographic magazines, videos or sexual acts is also sexual abuse.

Physical abuse includes hitting, shaking, kicking, punching, scalding, suffocating and other ways of inflicting pain or injury to a child. It also includes giving a child harmful substances, such as drugs, alcohol or poison. If a parent or carer reports non-existent symptoms of illness in a child, or deliberately causes illness in a child, this is also a form of physical abuse.

Neglect is the persistent lack of appropriate care of children, including love, stimulation, safety, nourishment, warmth, education and medical attention. It can have a serious effect on a child's physical, mental and emotional development. For babies and very young children, it can be life-threatening.

Emotional abuse is when a parent or carer behaves in a way that is likely to seriously affect their child's emotional development. It can range from constant rejection and denial of affection, through to continual severe criticism, deliberate humiliation and other ways of verbally "terrorising" a child.

Failure To Thrive is a restriction in normal physical development which might lead to slow-downs in the normal development and normal maturation.

Parental abuse or neglect, parental mental health issues, and disordered family situations in which regular, nutritious meals are not provided, may all blunt a child's appetite and intake of food. The amount of money a family makes available for food and the nutritional value of the food they have also affects normal development. Inadequate intake of food may be a symptom of inadequate parenting and not enough environmental stimulation.

When the problems are not based in medical issues, this is called Non Organic Failure To Thrive Syndrome. Long ago, Non Organic Failure To Thrive Syndrome was thought to be caused by inadequate parenting. But there are many recent articles which have shown a growing understanding that poor parenting may be an infrequent cause of the condition.

Other issues can lead to abuse and neglect of children which include domestic abuse, children and families affected by substance abuse, severe and on-going bullying and harassment.

Child Abuse - Signs and Symptoms

Although these signs do not necessarily indicate that a child has been abused, they may help adults recognise that something is wrong. The possibility of abuse should be investigated if a child shows a number of these symptoms, or any of them to a marked degree:

Sexual Abuse

- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
- Medical problems such as chronic itching, pain in the genitals, venereal diseases
- Other extreme reactions, such as depression, self-mutilation, suicide attempts, running away, overdoses, anorexia
- Personality changes such as becoming insecure or clinging
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys

- Sudden loss of appetite or compulsive eating
- Being isolated or withdrawn
- Inability to concentrate
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a babysitter or child minder
- Starting to wet again, day or night/nightmares
- Become worried about clothing being removed
- Suddenly drawing sexually explicit pictures
- Trying to be 'ultra-good' or perfect; overreacting to criticism

Physical Abuse

- Unexplained recurrent injuries or burns
- Improbable excuses or refusal to explain injuries
- Wearing clothes to cover injuries, even in hot weather
- Refusal to undress for gym
- Bald patches
- Chronic running away
- Fear of medical help or examination
- Self-destructive tendencies
- Aggression towards others
- Fear of physical contact - shrinking back if touched
- Admitting that they are punished, but the punishment is excessive (such as a child being beaten every night to 'make him study')
- Fear of suspected abuser being contacted

Emotional Abuse

- Physical, mental and emotional development lags
- Sudden speech disorders
- Continual self-depreciation ('I'm stupid, ugly, worthless, etc')
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain ('I deserve this')
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression

Neglect

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing

- Emaciation
- Untreated medical problems
- No social relationships
- Compulsive scavenging
- Destructive tendencies

Signs to watch out for:

A baby who cries constantly

A child who is often bruised or injured

A child who is often very withdrawn

A child who is often very dirty or smelly

A child who is often hungry, or under or over-dressed for the time of year

A child who is often left at home alone

A child who is often left in unsafe situations, or without medical attention when they need it

A child who is constantly 'put down', insulted, sworn at or humiliated

A child who seems very afraid of particular adults, and reluctant to be alone with them

A child who has unexplained changeable emotions, such as depression, anxiety or severe aggression

A child who shows sexual knowledge or behaviour that is inappropriate for their age

A child who is growing up in a home where there is domestic violence

A child who is living with parents or carers who are involved in serious drug or alcohol abuse.

However, in certain cases this does not mean the child is being abused/neglected.

Prevent abuse by means of good practice.

- All staff and volunteers whether paid or unpaid will have been subjected to an enhanced disclosure check. Adults who have not been vetted or having undergone the selection procedures will not take children, other than their own, unaccompanied to the toilet, or left in sole charge of children.
- Staff will be provided with a copy of the Scottish Social Services Council Code of Practice and will adhere to the standard of conduct as defined in the code.
- The Board is aware of the requirement to refer to Scottish ministers, any individual working in a childcare position that harms a child or puts a child at risk of harm and is dismissed or moved away from access to children as a consequence. In addition, the committee is aware that it must also refer to Scottish Ministers any person in a child care position who harms a child or puts a child at risk of harm and would be dismissed if they had not resigned, retired, been made redundant or left at the end of a temporary contract.
- Children will be supervised at all times by a responsible adult, including when taking part in external activities. Outings, walks. A risk assessment will be undertaken and appropriate ratios will be adhered to.
- Staff will not be left alone for long periods with individual children or small groups. Staff who needs to take a child aside for any reason must alert another member of staff or the child's carer (Gran, Mother, Father, Child minder) and they will monitor the length of absence. Adult child ratios will be adhered to at all times.

- Children will not be left alone with visitors to the group. Any visitors will be asked to provide proof of identity. Staff will supervise children when visiting specialists are on the premises. Regular visitors will require an enhanced disclosure certificate.
- No child is present in-group without a carer. If in the opinion of the member of staff on duty the parent/ carer is incapable of looking after the child safely through being under the influence of drugs or alcohol, delaying tactics should be employed to get the child's emergency contact person or other family member to look after the child in the meantime.
- Staff or volunteers turning up for duty under the influence of drugs or alcohol will be instructed to go home. They may also face disciplinary action and be dismissed for gross misconduct.
- There are no circumstances in which children will be punished by smacking, slapping, or shaking by anyone in the group. Neither will humiliating nor frightening methods of punishment be used e.g. ridicule or exclusion. Parents will be requested not to smack their own children too.
- The group understands that each child has a right to be treated as an individual, and the right to express views, and therefore children will be respected, listened to and encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their own feelings, and acceptable ways to express them. This will enable children to have the self-confidence and the vocabulary to resist inappropriate approaches.
- Children will be encouraged to be confident in dealing with personal hygiene needs. "Accidents" will be dealt with in a sensitive manner.
- The layout of the playroom will permit constant supervision of all children.
- Risk assessments of the group's child protection procedures will be undertaken and reviewed annually.

Procedures for responding to concerns about abuse/neglect.

Where a concern is raised that a child may be experiencing abuse/neglect by an individual out with the organisation, whether the child has alleged that they are being abused, a third party has reported that the child is being abused/neglected or there are signs and indicators which could point to abuse/neglect.

- To prevent any investigation being comprised, advice will be sought by Child Protection Officer from an appropriate source before considering informing the social work department or police.
- All such suspicions will be kept confidential, and shared only with those who need to know, in accordance with local authority guidelines, Scottish Executive guide lines.
- Suspicions will also be reported to the chairperson providing their child is not directly involved or related.
- Changes in the children's behaviour or appearances will be monitored by the Child Protection Officer and recorded daily or within 24- hour time scale and acted upon. Information will be shared with the Social work department if the group feels that adequate explanations for changes in the child's condition have not been provided. This report must include the name, address and age of child, timed and dated observations describing objectively the child's behaviour and appearance, without comment or interpretation, where possible the exact words spoken by the child. The date, name and signature of the

recorder. These must be kept under lock and key and accessed only by specified personnel. Named person/s will have access to information and to secure files. These will be reviewed annually and recorded.

- Interventions take place at an early point when difficulties or problems are identified.
- Once reported , the Child Protection Officer will maintain on going contact with the local authority, including names, addresses and telephone numbers of individual social workers or case worker and police numbers. To ensure an up to date report is received.
- Contact details will also be kept of the any other agencies and individuals.
- Where there is a concern raised that a child is being harmed or abused by a member of staff or volunteer from within the organisation, which may have come to light because a child alleges that they have been harmed by a member of staff or volunteer or a parent/carer or other individual from out with the organisation alleges that their child or a child has been harmed by a member of staff or a volunteer. Other workers may have witnessed or have concerns about a member of staff's behaviour towards a child.
- All these concerns will be referred to the child protection agencies - police and social.
- Where a member of staff has harmed a child or placed a child at risk of harm and has been removed from a childcare position the committee under the Protection of Children (Scotland) Act 2003 must make a referral to the Scottish Ministers to allow Ministers to consider if the referral requires for the member of staff concerned to become Fully Listed on the Disqualified from Working with children List.
- Example of referral found on CRBS website www.crbs.org.uk/

Summary of the referral process to child protection agencies.

- The referral process should be as short as possible.
- It should involve as few individuals as possible.
- Motherwell Baptist staff or Board members must never attempt to investigate any child protection concern(including allegations made against a staff member).

Protection of Staff who report care and protection concerns.

Motherwell Baptist Church will aid the staff and ensure that the law protects the member of staff from actions by those individuals who have been implicated in the abuse, harm and /or neglect of a child as long as the staff's report was not malicious or vexatious.

Supporting the family

- Motherwell Baptist Church will take every step in its power to build up trusting and supportive relationships between families and staff/volunteers in the group. Where abuse at home is suspected ,

the group will continue to welcome the child and family while investigations proceed.

- With the proviso that the care and safety of the child must always be paramount, Motherwell Baptist Church will do all in its power to support and work with the child's family.

Data protection and management of confidential information.

- It is of paramount importance to ensure that matters concerning individuals who use this group are treated in a confidential manner. All records will be kept in a locked cabinet.
- Any records kept on children who are in danger will be available for examination by the Child Protection Officer and protection agencies only.
 - The Child Protection Officer will seek advice from the protective agencies and if it is necessary to discuss a child with Board members, the issue will be treated confidentially. If possible, issues will be handled without reference to a particular individual.
 - Any information a parent may share with the Child Protection Officer must be kept confidential.
 - Children are listened to and what they have to say is taken seriously and acted on in an appropriate manner. It is the child's right to be supported and every thing they say kept confidential unless Motherwell Baptist Church considers they could be at risk of abuse or harm by doing so.

Review of child protection policy and procedures.

- This policy will be displayed on Motherwell Baptist Church's notice board.
- All staff , volunteers and Board members will have a working knowledge of our policy.
- In collecting, holding and processing personal data the group will comply with current Data Protection rules and guidance.
- This policy will be adapted as necessary and reviewed annually by the Board.
- The following person has access to confidential information and secure files:

.....

Signed by;

Designation:

On behalf of _____

5. Secure Handling, Use, Storage and Retention of Disclosure Information

For the purpose of this policy, PVG Scheme Records, PVG Scheme Record Updates, Standard and Enhanced disclosures will be referred to as Disclosure Records.

This policy is for CRBS enrolled organisations accessing Disclosure Records for the purpose of assessing individual's suitability for paid and/or unpaid work.

In accordance with the Scottish Government Code of Practice, for registered persons and other recipients of disclosure information, **Motherwell Baptist Church** will ensure the following practice.

Disclosure records will only be requested when necessary and relevant to a particular post and the information provided on a disclosure record will only be used for recruitment purposes.

The **Motherwell Baptist Church** will ensure that an individual's consent is given before seeking a disclosure record, and will seek their consent before using disclosure information for any purpose other than recruitment. Furthermore, Motherwell Baptist Church will ensure that all sensitive personal information that is collated for the purposes of obtaining a record will be managed confidentially at all times by those involved in the Disclosure process.

Enhanced disclosures only - where non conviction Disclosure information is provided to **Motherwell Baptist Church** by a Chief Constable or Chief Officer of a relevant Police Force and not to the Disclosure Applicant concerned **Motherwell Baptist Church** will not disclose the actual details of the Disclosure information to the Disclosure Applicant but can inform them, if asked that additional information has been provided, should this information affect the recruitment decision, not actual details of the additional information or where it was resourced

Disclosure information will only be shared with those authorised to see it in the course of their duties.

Disclosure information will be stored in a locked non-portable container and we will not retain such information for longer than it is relevant to their needs. Only those authorised to see this information in the course of their duties will have access to this container. Disclosure information will be destroyed by shredding. No image or photocopy of the disclosure information may be retained. Recipients of disclosure information may, however, keep a record of the following:

- Date of issue of disclosure record
- Name of subject
- Disclosure type
- Position for which the disclosure was requested
- Unique reference number of disclosure
- Recruitment decision taken

The **Motherwell Baptist Church** will ensure that all staff with access to disclosure information are aware of this policy and have received relevant training and support. The **Motherwell Baptist Church** undertakes to make a copy of this policy available to any applicant for a post with the **Motherwell Baptist Church** that requires a Disclosure.

6. Recruitment of Ex-Offenders Policy

This policy is for CRBS enrolled organisations accessing Disclosure Records for the purpose of assessing individual's suitability for paid and/or unpaid work.

The purpose of this policy is to ensure consistent and fair practices are implemented for the recruitment of staff or volunteers who have a criminal record and who work (paid or unpaid) in an exempted position within **Motherwell Baptist Church**

Motherwell Baptist Church undertakes to treat all applicants for positions within the organisation fairly and not to discriminate unfairly against the subject of disclosure on the basis of conviction information revealed. Having a criminal record will not necessarily debar an individual from working/volunteering in positions within the Motherwell Baptist Church. Only applicants who are applying to carry out a regulated work position who are barred from that type of regulated work will not be granted the position applied for.

This organisation implements a fair recruitment policy that ensures individuals have the opportunity to disclose any convictions or conviction information in a way that allows for a clear risk assessment to be carried out that will determine whether or not the conviction or conviction information is relevant to the position applied for, by taking account of;

- whether the conviction is relevant to the position being offered
- the seriousness of the offence revealed
- the length of time since the offence took place
- whether the applicant has a pattern of offending behaviour
- whether the applicant's circumstances have changed since the offence took place.

To ensure the correct applicant is appointed and to enable **Motherwell Baptist Church** to determine the relevance of any convictions or conviction to positions applied **Motherwell Baptist Church** will use the following recruitment tools:

- Application Form
- Self Declaration Form
- References Interviews
- Appropriate level of Disclosure Record.

As part of **Motherwell Baptist Church** recruitment policy, we request the appropriate level of disclosure record at the final part of the recruitment stage, when a position has been offered.

It is an offence for an individual who is barred to undertake the type of regulated work from which they are barred.

It is an offence for an organisation to offer regulated work to someone who is barred or fail to remove a person from regulated work if they have been notified that they are barred.

It is an offence for an organisation not to refer an individual to Disclosure Scotland where the grounds have been met.

Motherwell Baptist Church will not appoint any individual who is barred from the type of regulated work to which the position applies to.

Should the organisation decide that the information disclosed is relevant to the post applied for, the applicant will be deemed to be unsuccessful and this information will be fed back to the applicant by letter.

Appendices

SECTION B: Your present or most recent employment/voluntary work (If necessary use a separate sheet)

SECTION C: Please give details of any previous experience you may have of looking after and/or working with children.

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SECTION D: Please give details of any relevant qualifications, training and/or personal qualities which you feel equip you to work with children. If necessary, please continue on a separate sheet.

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SECTION E: References – Please give the name and contact details of two suitable referees. At least one should have knowledge of any previous work you may have undertaken with children.

Name:	Name:
Organisation (where applicable)	Organisation (where applicable)
Address (including postcode):	Address (including postcode):
Telephone No:	Telephone No:
In what capacity do you know this person (friend, colleague, etc)?	In what capacity do you know this person (friend, colleague, etc)?

SECTION F: Vetting Procedures

This post will require completion of a **Self Declaration Form** and a **Disclosure Record** (PVG Scheme Records and PVG Scheme Records Updates). Disclosure checks will only be requested for those applicants that we wish to appoint.

- (i) **Self Declaration Form:** Please confirm that you have completed the Self Declaration form and returned it to us in a sealed envelope clearly marked "Self Declaration Form".

Please Tick

- (ii) **Disclosure Record:** Please confirm that you understand and agree to a Disclosure check should we wish to appoint you to a post considered to be a young person/childcare position.

Please tick

Thank you for completing this application form. Please return it to the name and address given below:

Motherwell Baptist Church

SELF DECLARATION FORM –for a Position Requiring a Disclosure

STRICTLY CONFIDENTIAL

As an organisation we undertake to meet the requirements of the Data Protection Act 1998 and all other relevant legislation, and the expectations of the Information Commissioners Office relating to the data privacy of individuals. All applicants are asked to complete this form and return, to the Recruiter detailed below, in a separate sealed envelope

To:

Appointment applied for: _____

Have you ever been charged with, cautioned or convicted in relation to any criminal offence not subject to DBS filtering rules*; or are you at present the subject of a criminal investigations/pending prosecution?

Yes No (please tick)

If yes, please give details including the nature of the offences and the dates. Please give details of the court(s) where your conviction (s) were heard, the type of offence and sentence(s) received. Could you also give details of the reasons and circumstances that led to the offence(s). Continue on a separate sheet if necessary.

POLICE INVESTIGATIONS

This should include relevant police non-conviction information not subject to DBS filtering rules*. Please complete this section if the post you are applying for requires an Enhanced Disclosure check.

Have you ever been the subject of a police investigation that didn't lead to a criminal conviction?

Yes

No

(please
tick)

If yes, please give details below, including the date of the investigation, the Police Force involved, details of the investigation and the reason for this, and disposal(s) if known.

To your knowledge have you ever had any allegation made against you, which has been reported to, and investigated by, Social Services/Social Work Department (Children's or Adult Social Care)?

Yes No (please tick)

If yes, please provide details, we will need to discuss this with you.

Has there ever been any cause for concern regarding your conduct with children, young people, vulnerable adults? Please include any disciplinary action taken by an employer in relation to your behaviour with adults.

Yes No (please tick)

if yes, please give details.

DECLARATION

To help us ensure that we are complying with all relevant safeguarding legislation, please read the accompanying notes and complete the following declaration.

I (full name) _____

of (address) _____

I consent to a criminal records check if appointed to the position for which I have applied. I am aware that details of pending prosecutions, previous convictions, cautions, or bindovers against me may be disclosed along with any other relevant information which may be known to the police. I agree to inform the person within the organisation* responsible for processing disclosure applications if I am convicted of an offence after I take up any post within the organisation*.

I understand that failure to do so may lead to the immediate suspension of my work with children or vulnerable adults and/or the termination of my employment.

I agree to inform the person within the organisation* responsible for processing disclosure applications if I become the subject of a police and/or a social services/(Children’s Social Care or Adult Social Services)/Social Work Department investigation. I understand that failure to do so may lead to the immediate suspension of my work with children or vulnerable adults and/or the termination of my employment.

Signed: _____ **Date:** _____

Those applying for work with children and/or vulnerable adults in positions which fall within the scope of regulated activity please confirm that you are not barred from working with children/vulnerable adults.

I confirm that I am not barred from working with children / vulnerable adults.

Signed: _____ **Date:** _____

NB: Those applying for work with children and/or vulnerable adults in positions which fall outside the scope of regulated activity should not complete the declaration above.

*<https://www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates> and <https://www.gov.uk/government/publications/dbs-filtering-guidance>

