



SWANSEA PRIDE

# Swansea Pride Safeguarding Policy

Policy Owner: *Elliott King*

Policy approved by: *Swansea Pride CIO Board of Trustees*

Date Policy approved: *Jan 2024*

Next review Date: *Jan 2025*

Version 1.1



## INTRODUCTION

Swansea Pride CIO, and those it works in partnership with, are committed to ensuring safe environments for children, young people and vulnerable people, and believe that it is always unacceptable for a person to experience abuse of any kind. We recognise our responsibility to safeguard the welfare of any person that is involved with Swansea Pride or attend our events; by a commitment to recommend best practice which protects them.

This policy applies to all Trustees, Volunteers and Staff members of Swansea Pride CIO.

## POLICY STATEMENT

The primary legislation on Safeguarding in Wales is contained within the Social Services and Well-Being Act (Wales) 2014 (SSWBA), Section 7, which was implemented in April 2016. This covers both adult and child protection. The definitions and terminology used in this policy will reflect this legislation. We recognise that other countries will have their own legislation, but as the charity operates primarily within Wales, this is the legislation that is relevant.

- **Definition of Safeguarding**

The term safeguarding means a range of activities aimed at upholding an individual's fundamental right to live in safety, free from abuse and neglect. Safeguarding means enabling people to live their lives free from harm, abuse and neglect, and to have their health, wellbeing and human rights protected.

- **Definition of Abuse**

Abuse is a violation of an individual's human and civil rights by any other person or persons. It can be physical, sexual, psychological, verbal, neglect or financial. It may be intentional or unintentional. It causes harm to the individual, either temporarily or over a period of time. Abuse can be a single or repeated act; a lack of appropriate action; perpetrated as a result of deliberate intent; negligence or ignorance; and/or an action of omission (failing to act) or neglect.

- **Examples of abuse**

Physical abuse - Hitting, slapping, pushing, kicking, misuse of medication, inappropriate restraint or physical interventions.

Sexual abuse - Rape, sexual assault, sex trafficking, made to watch pornography where person lacks the capacity to consent or is pressured to engage in, any form of sexual activity where the person is unable to consent to or is pressured to do so.

Psychological abuse - Bullying, teasing, harassment, hurtful behaviour repeated over time, threats of harm or abandonment, humiliation, verbal or racial abuse.

Verbal Abuse - Any language or behaviour that seeks to pressure its victim to doubt themselves and crush themselves to the abuser; Blatantly offensive language designed to humiliate and gain power over another person. Verbal abuse can also be silence.



Financial or material abuse - Fraud, theft, undue pressure to change a will, property or inheritance; misuse or misappropriation of benefits; “forcing” people to beg for money for the perpetrator.

Neglect or acts of omission - Failure to access medical care or services; negligence in the face of risk taking; failure to give prescribed medication; poor nutrition or lack of heating.

Hate Crime - Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity.

- **Definition of and adult at risk**

Under the Legislation an adult at risk is identified as someone over the age of 18 years who:

- a) Is experiencing or is at risk of abuse or neglect
- b) Has needs for care and support or may have needs (whether or not an authority is meeting any of those needs)
- c) As a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

- **Definition of a child at risk**

Under the Legislation this is a child who is:

- a) is experiencing or is at risk of abuse, neglect or other kinds of harm
- b) has needs for care and support (whether or not the authority is meeting any of those needs).

## **RECRUITMENT & TRAINING**

In line with Swansea Pride CIO’s recruitment process we will ensure all Trustees and Volunteers have appropriate background checks and area aware of their responsibilities and requirements in line with this policy. We will adhere to the Charities Commission guidance on Trustee recruitment and our Volunteer Policy.

We will ensure that training is provided for all Trustees and Volunteers in respect of safeguarding and to ensure familiarity with this policy.

## **RESPONSIBILITIES**

Safeguarding is everyone’s responsibility. However, there are individuals who have the responsibility of ensuring that the safeguarding policy and process is adhered to.

The Lead Trustee for Safeguarding is ELLIOTT KING and the Board will consider safeguarding issues as and when required, but this will be a standard item on Board meeting Agendas.



## REPORTING PROCEDURE

This Policy outlines a clear recording process for all safeguarding issues or concerns and covers the principle of the 4 R's:

- Recognise
- Respond
- Record
- Report

If any person connected either directly or indirectly to the charity has any safeguarding concerns they should, at the earliest opportunity, refer it to the Safeguarding Lead Trustee.

Our role is not to investigate, but merely to establish basic facts, prior to contacting the relevant statutory agency.

Should a disclosure be made to any persons by a child or vulnerable person, the listener should be very careful not to say anything that may suggest or prompt a particular answer. Anything said by the reporter should be recorded, using the actual words used by them. This record should be made available to the Safeguarding Lead. If a disclosure is made against a staff member or a volunteer, then the alerter will need to pass this information on immediately, where a decision will need to be made about the safety of that individual to continue to be present as a staff member or a volunteer while investigations occur. This is to protect that individual as well as any children or adults who may be at risk.

**If you are concerned someone is in immediate danger or a serious crime is being committed contact the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.**

**Remember not to confront the person thought to be causing the harm.**

## IMPORTANT CONTACTS

Elliott King – Safeguarding Lead 07739705065

Swansea Child Safeguarding  
01792 635700  
[access.information@swansea.gov.uk](mailto:access.information@swansea.gov.uk)

Social Services out of office hours Emergency Duty Team  
01792 775501