



GSC AULDHOUSE LTD YOUNG PERSON AND VULNERABLE ADULT WELLBEING AND PROTECTION POLICY

GSC Auldhouse is fully committed to safeguarding, promoting and supporting the protection and wellbeing of all children, young people and vulnerable adults in our care.

We recognise our responsibility to promote safe practice and to protect them from harm, abuse and exploitation in line with the Children (Scotland) Act 1995 and the Children & Young People (Scotland) Act 2014.

The principles of GIRFEC are embedded throughout all areas of our work and staff are experienced in considering the related wellbeing indicators including SHANARRI.

GSC Auldhouse acknowledges our duty to act appropriately to any allegations, reports or suspicions of abuse. Paid Staff, Volunteers and Trustees endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the rights of children and young people (see our Equality, Diversity & Inclusion policy).

All staff and volunteers at GSC Auldhouse will be made aware of the policies and procedures in place to protect children, young people and vulnerable adults in our care and to promote their wellbeing.

Underpinning principles:

- A child is recognised as someone under the age of 18
- A young person is recognised as someone under the age of 24
- A Vulnerable Adult is someone who: -
 - is unable to safeguard their own well-being, property, rights or other interests;
 - is at risk of harm;
 - is affected by disability, mental disorder, illness or physical or mental infirmity leaving them more vulnerable to being harmed than adults who are not so affected
- A child/young person/vulnerable adult has the right to relax, play and join in a wide range of activities
- The protection and wellbeing of all children/young people and vulnerable adults in our care is everyone's responsibility
- A child/young person/vulnerable adult, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse



- A child/young person/vulnerable adult has the right to express views on all matters that affect them, should they wish to do so
- A child/young person/vulnerable adult's rights, wishes and feelings should be respected and promoted
- The best way to promote the wellbeing, health and development of children/young people/vulnerable adults is to work in partnership with the individual, parents/carers/guardians and other relevant organisations

To keep children/young people/vulnerable adults safe we will:

- Promote their wellbeing through opportunities to take part in any activities safely
- Put in place policies and procedures to promote the wellbeing and protection of children/young people/vulnerable adults
- Appoint Designated Child Protection Officer(s)
- Recruit, train and support our Volunteers, Staff and Trustees to prioritise the wellbeing of children/young people and vulnerable adults who take part in our activities and protect them from harm, abuse and exploitation
- Ensure all Staff, Volunteers and Trustees understand their legal and moral responsibility to protect children and young people from harm, abuse and exploitation
- Ensure that all Staff, Volunteers and Trustees understand their duty to report concerns that arise about a child or young person, or a staff members' conduct towards a child/ young person, to the named person (detailed below)
- Ensure that the named person(s) understands his/her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. Police and/or Social Work)
- Ensure that any procedures relating to the conduct of Staff, Volunteers and Trustees are implemented in a consistent and unbiased manner
- Provide training and opportunities for all Staff, Volunteers and Trustees to develop their skills and knowledge in relation to the welfare and protection of children and young people through continuous personal development (CPD)
- Ensure that children and young people are enabled to express their ideas and views on a wide range of issues and will have access to the GSC Auldhouse Complaints Procedure
- Require Staff, Volunteers and Trustees to adopt and abide by the child/young person/vulnerable adult protection policy and procedures at all times
- Respond to any wellbeing or protection concerns in line with our policy and procedures



- Monitor, review and evaluate the implementation of the child/young person/vulnerable adult protection and wellbeing policy and procedures regularly
- Ensure that all Staff, Volunteers and Trustees are appropriately vetted through Police Scotland/Disclosure Services/PVG
- Endeavour to keep up-to-date with national developments relating to the welfare and protection of children and young people (through the Voluntary Sector Forum and Scottish Government updates)

RECOGNISING ABUSE & REPORTING PROCEDURES

GSC Auldhouse are committed to the belief that protecting children and young people is everybody's responsibility and therefore we aim to provide guidelines that will enable all Staff, Volunteers and Trustees to act appropriately to any concerns that arise in respect of a child/young person.

In order to be able to recognise the signs and symptoms of abuse, GSC Auldhouse will ensure that all Staff, Volunteer and Trustees, whether paid or unpaid, undertake appropriate accredited training to gain a basic awareness of the signs and symptoms of child abuse and neglect.

We acknowledge that concerns about a child or young person's safety can come to light in various ways:

- A child or young person alleges that abuse has taken place or that they feel unsafe
- A third party or anonymous allegation is received
- A child or young person's appearance, behaviour, play, drawing or statements cause suspicion of abuse and/or neglect
- A child or young person reports an incident(s) of alleged abuse which occurred some time ago

Anyone with an immediate and serious concern about the safety of a child/young person or vulnerable adult who cannot contact the Designated Child Protection Officer (detailed below) who should contact the police (999 or 101) and/or your local social work child protection team (0300 343 1505).



The named person(s) for Child Protection within GSC Auldhouse charitable foundation is:

Named Person for Child Protection: Michelle Evans, General Manager

Email: michelle@giffnocksoccercentre.com

Mobile number: 07587 359262

The role and responsibilities of the named person(s) are:

- To ensure that all Staff, Volunteers and Trustees are aware of what they should do and who they should go to if they are concerned that a child/young person may be subject to abuse or neglect
- Ensure that any concerns about a child/young person are acted on, clearly recorded, referred on where necessary and followed up to ensure the issues are addressed
- To record any reported incidents in relation to a child/young person or breach of Child Protection policies and procedures. This will be kept in a secure place and its contents will be confidential in line with relevant policies

STAGES TO FOLLOW IF YOU ARE WORRIED ABOUT A CHILD OR YOUNG PERSON

The following provides clear guidelines for Staff, Volunteers and Trustees to follow if they have concerns about a child or young person (we also have a separate Responding to Concerns Procedure)

GSC Auldhouse recognises that it has a duty to act on reports or suspicions of abuse. It also acknowledges that 'taking action' in cases of child abuse is never easy. However, GSC Auldhouse firmly believes that the safety of the child should override any doubts or hesitations.

When worrying changes are observed in a child's or young person's behaviour, physical condition or appearance staff/volunteers/trustees will:

Stage 1

- Consider the well-being indicators of GIRFEC
- Listen carefully to what the young person has to say and take it seriously
- Never investigate or take sole responsibility for a situation where a child/young person makes a disclosure
- Always explain to children and young people that any information they have given will have to be shared with others
- Notify the organisation's Named Person for Child Protection
- Record what was said/observed as soon as possible after any disclosure

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- The person who receives the allegation or has the concern should complete notes and ensure they are signed and dated
- Respect confidentiality and file documents securely (as per our policies on Data Protection/GDPR and Confidentiality).

Stage 2

The Named person(s) will take immediate action if there is a suspicion that a child has been abused or likely to be abused. In this situation the Named Person will contact the police and/or the local Social Work department.

The named person can also seek advice and clarity about a situation that is beginning to raise concern through the NSPCC 24-hour National Child Protection Helpline on 0808 800 5000.

Managing allegations made against a member of Staff, Volunteer or Trustee, GSC Auldhouse will ensure that any allegations made against members or a member of the team (paid or voluntary) will be dealt with swiftly and in accordance with these procedures:

- The worker must ensure that that the child is safe and away from the person against whom the allegation is made
- The named person for child protection should be informed immediately
- In the case of an allegation involving the named person, alternative arrangements should be sought to ensure that the matter is dealt with by an independent person. (Note: this could be anyone within the organisation that is in a senior position and believed to be independent of the allegations being made).
- The named person should contact the local Social Work child protection team (0300 343 1505) for advice on how to proceed with the immediate situation. Outside of working hours or in the event of an emergency situation arising the police (101/999) should be called
- The individual who first received/witnessed the concern should make a full written record of what was seen, heard and/or told as soon as possible after observing the incident/receiving the report
 - It is important that the report is an accurate description. The named person (if appropriate) can support the worker during this process but must not complete the report for the worker
- This report must be made available on request from either the police and/or social services
- Regardless of whether a police and/or social services investigation follows, GSC Auldhouse will ensure that an internal investigation takes place and consideration is given to the operation of disciplinary procedures. This may involve an immediate suspension and/or ultimate dismissal dependant on the nature of the incident (see our policy on Grievance and Complaints).



This Child/Young Person and Vulnerable Adult Wellbeing and Protection Policy will be reviewed annually in line with changes in law and legislation. Any changes or amendments are clarified and shared with Staff, Volunteers, Trustees and Service Users where appropriate.

We adhere to best practice guidelines and aim to involve service users in the development of any policies that affect them.

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