



## **Vulnerable person Protection Policy 16/2/24**

Note- In this document vulnerable people refers to children and vulnerable adults.

The Venture Centre is committed to the principle that the welfare of vulnerable people is paramount, and as such is committed to safeguarding and protecting them where necessary.

The Venture Centre believes that every vulnerable person regardless of age has at all times and in all situations:-

A right to feel safe and protected from any situation or practice that results in a vulnerable person being physically or psychologically damaged.

In our organisation, if we have suspicions about a vulnerable person's physical, sexual or emotional well being, we will take action.

Vulnerable person protection is the responsibility of every adult who has involvement with vulnerable person.

### **Summary**

This vulnerable person protection policy endorsed by The Venture Centre demonstrates the importance that The Venture Centre places on the protection of vulnerable people who participate in all its courses. The Venture Centre is committed to ensuring that vulnerable people are safe and that their experiences are enjoyable.

The Venture Centre is committed to implementing this Policy by:

- Disseminating appropriate vulnerable person protection policy guidance to raise awareness of the issues and procedures with staff, volunteers, parents, and young people.
- Implementing sound recruitment procedures for new staff.
- Promoting good practice to protect all people involved in the centre's operations
- Encouraging all staff and volunteers to attend Vulnerable person Protection training
- Implementing systems and procedures to deal with complains and allegations
- Monitoring the effectiveness of this policy and its impact on the centre's operations
- Maintaining a positive profile for vulnerable person protection work.



## **2. Definition**

### **2.1 Vulnerable person Protection**

The intention of the Childrens Act 1989 is to ensure that the welfare and development needs of children are met, including their need for protection from all forms of abuse, neglect or exploitation. The Human Rights Act 1998 gives the right for children and young people to express and have their views taken into account on any issues or decisions that affect them.

### **2.2 Vulnerable person Abuse**

“Vulnerable people” may be in need of protection where their basic needs are not being met, in a manner appropriate to their age and stage of development, and they will be at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s), or other relative(s), or a carer (i.e. the person(s) while not a parent who has actual custody of the vulnerable person)”

Categories of Abuse are :

Physical Injury: Any significant harm caused to the vulnerable person, or the failure to prevent it.

Sexual Abuse: This is sexual exploitation of a vulnerable person.

Emotional Abuse: This is the severe emotional ill treatment or rejection of a vulnerable person, which can lead to them suffering harm. All abuse involves some emotional ill treatment, but emotional abuse can take place in isolation.

Physical Neglect: For example, the failure to protect the vulnerable person from exposure to any kind of danger, including cold and starvation, or extreme failure to carry out important aspects of care, which leads to a vulnerable person suffering harm.

Non-organic Failure to Thrive (non-medical reason)

## **3. What are the signs of Abuse?**

Below are a number of signs of abuse. However, they are only indications that abuse might have taken place. Most symptoms can have many reasonable explanations which account for them. However, if you do suspect abuse you must act.



### 3.1 Neglect

#### *Physical Indicators Behavioural Indicators*

Loss of weight Tired or listless  
Unattended medical needs Constantly asks for food  
Persistent hunger frequently absent or late  
Self inflicted wounds running away  
Inappropriate clothing Vulnerable person seems happy with you, but not with a parent.

### 3.3 Sexual Abuse

#### *Physical Indicators Behavioural Indicators*

Soreness or bleeding in throat, Frequent masturbation  
anal or genital areas  
Frequent urine infections Aggressive and inappropriate sex play  
Stomach pains for no medical reason  
Withdrawal  
Isolated Mistrustful of adults  
Poor eating, nightmares

### 3.2 Physical Abuse

#### *Physical Indicators Behavioural Indicators*

Unexplained bruises Changes in behaviour (In various stages of healing)  
Welts, human bite marks Aggressive behaviour  
Unexplained burns/immersion marks  
Severe tantrums  
Unexplained fractures A don't care attitude  
Lacerations or abrasions Fear of returning home  
Complaining of soreness Fear of one particular adult

### 3.4 Emotional Abuse

There are unlikely to be physical symptoms of emotional abuse.

#### *Behavioural Indicators*

Lagging development Over reaction to mistakes  
Sudden speech disorders Extremes of passivity or aggression  
Has few friends Appears depressed  
Seems out of control

## 4. Policy Statement

### 4.1 Responsibilities

The Venture Centre will:

- DBS checks are carried out and references taken for all members of staff/volunteers who come into contact with children/vulnerable adults before they are allowed to work with them.
- Accept the moral and legal responsibilities to endorse and implement procedures to provide a duty of care for young people, safeguard their well being and protect them from abuse
- Respect and promote the rights, wishes and feelings of young people and vulnerable adults
- Recruit, train and supervise its employees/volunteers to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations
- Require staff/volunteers to adopt and abide by the The Venture Centre Objectives, and the Vulnerable person Protection Policy and Procedures



- Treat everyone with respect
- Remember that some issues are confidential
- Take action to stop any inappropriate verbal or physical behaviour.
- Respond to any allegations appropriately and implement The Venture Centre disciplinary and appeals procedure

#### 4.2 Principles

The guidance given in the vulnerable person protection procedures is based on the following principles:

- The welfare of young people (Childrens Act 1989 defines a young person as under 18 years) and disabled adults is the primary concern.
- All young people, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse.
- It is the responsibility of vulnerable person protection experts to determine whether or not abuse has taken place but it is everyone's responsibility to report any concerns.
- All incidents of suspicious poor practice and allegations should be taken seriously and responded to swiftly and appropriately.

#### 4.3 Procedure

All volunteers and staff are encouraged to share concerns with Simon or Michael Read who have agreed to monitor vulnerable person protection issues. If the situation is clearly an urgent case, the vulnerable person is too frightened to go home or we have serious doubts about the vulnerable person's safety, we will contact Social Work Services or Police immediately. If our concerns are more general about a vulnerable person's welfare, then we would discuss these with social services.

It is important that all volunteers and staff communicate concerns accurately. All volunteers and Staff will follow the procedures below:

- 1) Upon receipt of any information from a vulnerable person or if suspicious, it is necessary to record what they have seen, heard or know accurately at the time the event occurs
- 2) Share their concerns with Simon Read or Michael Read and agree action to take.
- 3) Always REFER never INVESTIGATE any suspicions or allegations about abuse.

Simon Read and Michael Read are the Venture Centre Safeguarding officers

Contact Numbers are

Simon Read Work 01624 814240 Mobile 07624 411255

Michael Read Work 01624 814240 Mobile 07624 497803

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Murray House  
Mount Havelock  
Douglas Isle of Man  
IM1 2SF

Vulnerable Adults

Duty Social Worker (Day  
Time) 9am - 5pm  
686179

Duty Social Worker (out of Hours - Contact  
via Nobles Hospital)  
65000

This number to only be used in urgent cases

Children and Young People

Isle of Man Safeguarding Children Board  
Children & Families Division  
2nd Floor  
01624 - 686179

Practical notes

If it is suspected that any vulnerable person has been abused this should be reported to the appropriate authority.

You are legally obliged to take further action if a case of abuse has been reported to you, inform the vulnerable person of this before they make any disclosures to you. Staff should be aware that hugging young people, cuddling even just being close to young person can be misunderstood by some persons so avoid situations which could be misunderstood.

Avoid being alone with young persons or very small groups of young persons. If you have to go into dormitories while vulnerable persons are present ensure that you have another member of staff with you or at the very least remain visible to another member of staff for example keep the door open and remain in the doorway of a dorm. Try to get students to put on their own safety equipment e.g. safety harnesses. Where they need checking ensure other staff/group leaders are present.

Examples of this kind of situation are abseiling, climbing, high ropes course, fitting wetsuits, pfd's. Always do this in a large group ideally with another adult present.

Be aware on the individual child who arrives late in this case ALWAYS catch up with main group and put on equipment as part of the group.

If you are involved in a situation that could lead to misunderstanding or allegations be made against you make a written report about the incident immediately and hand it in to Mike or Simon.

Mobile Phones should only be used during work time for work purposes. Phones are cameras and as such should not be used in areas where children are changing, toilets or other sensitive areas. Only take pictures of clients using devices that have prior approval of the centre management and group leaders and with prior permission of the group.



*Vulnerable person protection policy approved by Venture Centre Directors 11/11/2014,  
27/10/15, 1/3/17 1/3/19 9/3/22 12/3/24 Simon Read  
Simon Read, Michael Read*