

# **South Lakes U3A (Charity number 1030281)**

## **Safeguarding Vulnerable People Policy**

South Lakes U3A recognises its responsibility in relation to the welfare of members involved in our activities. This policy provides advice to interest group co-ordinators and specifies good practice guidelines to be followed by all members. It is based on guidance from the Third Age Trust.

South Lakes 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, honorary membership will be extended to carers not meeting Third Age criteria.

The key principles of the South Lakes 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.
- All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.

Any such allegations or suspicions should be reported immediately in confidence to the interest group co-ordinator or, in the case of any allegations or suspicions about an interest group co-ordinator, then the complainant should report to any Committee member, for formal investigation under the South Lakes U3A 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.

South Lakes U3A requires all its members to comply with the best practice guidance below when interacting with other members or with non-members, particularly vulnerable adults and also children, who may on occasion accompany members during U3A activities. The following behaviours are not acceptable, will be treated seriously and may result in action being taken under the South Lakes U3A disciplinary policy.

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

Approved by Committee November 2017