



Policy and supporting procedures

Policy:	Cumbria Constabulary Volunteer Police Cadet Safeguarding Policy	
Approved by which board (or Chief Officer) and date:	Operations and Scrutiny Board 16/3/2023	
Owner	Det Supt Dan StQuintin	
For release under Freedom of Information?		Y
Supporting procedures	No	
Contact for advice	PS Tamara Tatton	
Review date	March 2026	

If changes have been made to an existing policy, you must complete the boxes below

Amendments made	
Date and Version Number	

1. What is the potential impact in relation to the General Duty of this proposal on each of the protected groups below?

Protected characteristics	Positive Impact Does the proposal:				Negative Impact (provide details)	No Impact (✓)
	eliminate unlawful discrimination (provide details)	advance equality of opportunity (provide details)	Foster good relations (provide details)	Other positive impact (provide details)		
Age	Currently this document focuses on 13-17 year olds who have applied to become cadets. We currently have a maximum capacity of 100 cadets across the force. By safeguarding the welfare of these young people, we will provide a service to them that will eliminate unlawful discrimination. This will include behaviour patterns being examined (and adhering to the behaviour guidance for leaders) to make sure all are treated fairly.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.		No negative impacts identified.	
Disability	The programme is accessible to anyone with any physical or neurodiverse impact. All our buildings are DDA compliant. We also have portable induction loops fitted. Reasonable adjustments are made where possible to ensure access to the building and programme.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the			

		Cadet leaders can also employ the fair passport scheme to anybody who may require it for either health or cultural reasons to promote wider inclusion. There is also the opportunity to network with staff associations and external organisations as well that provide any additional education support.	Constabulary's website page.			
Sex	All information supplied to the Cadets will apply to any gender. The Constabulary has separate policies which address anyone who is considering gender reassignment. We will work with the individual to determine their individual needs including closing previous records and opening a record in their chosen gender. We will do this in conjunction with the Transgender reassignment policy checklist.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. For those that identify as non-binary, they would have the choice of which facilities they chose.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			
VAWG	The Constabulary has a zero tolerance approach to any behaviour which contravenes its mission to eliminate discrimination and any wonton acts of VAWG. The Constabulary is in the process of implementing training events for Cadets.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. The Constabulary has	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the			

		invested in dedicated resources to advance this area of work and made it a key priority, subject to scrutiny across a number of strategic boards.	Constabulary's website page.			
Sexual orientation	It may not be obvious the sexual orientation of a cadet but if disclosed will be subject to stringent safeguarding and data protection rules. All new cadets are asked for their characteristics, but this is not mandated and cannot be within law. It is up to the cadet if they chose to disclose this information.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. In addition, we apply strict protocols around the management of information in this area which parallels the level of confidentiality adhered to by our occupational health department. No onwards disclosure would be mandated or shared unless at the request of the cadet. We provide and signpost internal and external support networks for anyone wishing to engage with these services.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			
Gender reassignment	The Constabulary has policies in place to manage any Cadet that has decided to change gender. They can take hormones to suppress body changes, they may	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and			

	not undergo surgery until post 18 which takes them outside of the Cadet programme. We remain mindful of those transition and are ongoing hormone therapy. The Cadet programme will be considerate to any issues that any member discloses to us and provide a supportive and inclusive environment.	exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. The Constabulary has a Transgender Reassignment policy and checklist which is referenced by the Cadet programme.	guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			
Marriage and civil partnership	Under current law, the age of marriage and civil partnership is 16. Therefore, it is conceivable that in the future we could have married cadets. This will not affect the programme or their part in it.	No impact identified	No impact identified			
Pregnancy and maternity	Policies are in place for anyone that is pregnant and an additional risk assessment would be conducted for any activity they are involved in.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. Each case would be individually assessed, taking into account the individuals needs.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			
Race	We have tools in place to consider other cultures and languages when offering this programme.	All other anti-discriminatory safeguarding policies will apply to all cadets. This	All policies are available for cadets and guardians to view. This is done through a document			

	An example of this is where a Cadets parents do not speak or read English and therefore an intermediary is now in place to facilitate communication. We are also mindful of cultural and religious festivals which may impact timings of programmes, taking steps to mitigate these to avoid exclusion.	includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. We have a diversity calendar of events which is factored into our programme planner to help avoid any clashes which may prevent access to the programme. We also signpost individuals to internal networks if required.	which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			
Religion and belief including non-belief	We have tools in place to consider other cultures and religions and any faith-based requirements when offering this programme. All Cadet bases have multi-use contemplation rooms which can accommodate faith-based activities. We are also mindful of religious festivals and observances which may impact timings of the programme.	All other anti-discriminatory safeguarding policies will apply to all cadets. This includes grievance, bullying/hate crime policies (not an exhaustive list). All internal policies can be applied to any eventuality that may occur within the cadet programme. We have a diversity calendar of events which is factored into our programme planner to help avoid any clashes which may prevent access to the programme. We also signpost individuals to internal networks if required.	All policies are available for cadets and guardians to view. This is done through a document which is supplied annually to all participants and guardians which outline the provisions available to them within the main manual of guidance. In addition, documents are also provided on the Constabulary's website page.			

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If there is no potential impact (positive or negative) please provide a brief explanation why this is the case, e.g. the data utilised in arriving at the decision, summary of responses to consultation etc.

N/A

Equality Impact Assessment

This procedure has been reviewed and drafted against all [protected characteristics](#) in accordance with the Public Sector Equality Duty embodied in the [Equality Act 2010](#). This procedure has therefore been Equality Impact Assessed to ensure ‘due regard’ in respect of the need to:

- (i) Eliminate discrimination, harassment, and victimisation
- (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
Protected characteristics are: age, disability gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- (iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1. Aim

Local Policy Document to Supplement National VPC Safeguarding Policy

The National VPC Safeguarding Policy is approved at NPCC Council and will be adopted by Cumbria Constabulary in relation to our Cadet scheme. There are, however, certain elements that require clarification in terms of the local context and the purpose of this document is to supplement the policy and provide guidance as to its implementation in Cumbria and to Seek to maintain the highest standards of professional behaviour expected of all Police Officers and Police Staff in order to achieve the highest levels of confidence in Cumbria Constabulary with reference to the College of Policing Code of Ethics (2014).

2. Roles and Responsibilities

Section 2 of the National VPC Safeguarding Policy covers certain roles and responsibilities. In Cumbria Constabulary these roles will be held by the following:

- 2.1 National Safeguarding Manager** – within the National VPC team
- 2.2 Local Management Committee** – VPC activity is governed by the Citizens in Policing Strategic Board. Cumbria Constabulary does not currently have Local Management Committees as part of the VPC governance structure.
- 2.3 Dedicated Responsible Officer (DRO)** – Holds responsibility for the cadet programme on behalf of the Chief Constable. Responsible for oversight of all aspects of the VPC activities in force including governance, health and safety, finance, data protection and safeguarding. In Cumbria this will be the Assistant Chief Constable with devolved responsibility held by the Superintendent with CiP management.
- 2.4 Force Strategic Lead** - The named responsible person for the safe delivery of their Force VPC scheme. Through effective governance and leadership, they will promote a positive culture and adherence to the UK Youth Safe Spaces Framework Standards adopted as the National VPC Standards. In Cumbria this role will be held by the rank of Superintendent who has the CiP portfolio.
- 2.5 Local Responsible Officer** - The named person responsible for the safe delivery of the VPC in their policing area. Through effective governance and leadership, they will promote a positive culture and adherence to the UK Youth Safe Spaces Framework Standards adopted as the National VPC Standards. In Cumbria this role is held by the Chief Inspectors in each BCU with NPT portfolio responsibility.
- 2.6 Force Operational Lead** - This role supports the safe delivery of the Force VPC scheme as a regulated youth activity. The role holder is the link between the delivery of the VPC scheme and operational policing VPC Unit Lead. The Unit lead coordinates the safe delivery of the Force VPC unit, ensuring identified leader roles are filled in line with expectations of the Force and the standards and confirms to the Local Responsible Officer that standards are met. In Cumbria, this role is held by the CiP Sergeant and supported by the Cadet Coordinator
- 2.7 Force Cadet Co-ordinators** - This role is to be the main conduit for communication from Unit level to Force Operational Lead and then onwards to the DRO's. They have overall responsibility for ensuring any request for guidance and support is met by either Strategic Lead or National VPC Hub Team. They are responsible for undertaking quarterly reports

for all Units and Forces. They have responsibility for supporting Force Operational Lead and the DRO's in maintaining compliance to the UK Youth Safe Spaces Standards and ongoing guidance. This role MUST be satisfied that all those whom become Leaders (staff and volunteers) in the VPC are correctly appointed and are: (a) appropriate persons to carry out the responsibilities of the appointment, and (b) maintain a current valid DBS disclosure check at the appropriate level for their role. They must ensure that all applicants demonstrate an understanding of, and a commitment to the principles and procedures supporting the VPC's Safeguarding Policy, and such on-going continual safeguarding procedures, which have been approved by the National Safeguarding Manager or VPC Hub Team, such as additional training or CPD.

2.8 The Unit leader – Coordinates the safe delivery of the Force VPC unit, ensuring identified leader roles are filled in line with expectations of the Force and the standards and confirms to the Local Responsible Officer that standards are met. In Cumbria this role is held by the CiP Cadet Coordinator and supported by five unit leaders. This role MUST be satisfied that all those whom become Leaders (staff and volunteers) in the VPC are correctly appointed and are: (a) appropriate persons to carry out the responsibilities of the appointment, and (b) if required, maintain a current valid DBS disclosure check at the appropriate level for their role. They must ensure that all applicants demonstrate an understanding of, and a commitment to the principles and procedures supporting the VPC's Safeguarding Policy, and such on-going continual safeguarding procedures, which have been approved by the National Safeguarding Manager or VPC Hub Team, such as additional training or CPD.

2.9 Named Person –. For Cumbria, every Leader is a designated named person. The Named Person is a Cadet leader and aged over 18 so if the Cadets are assisting with a Force event a Leader must be present to act in the capacity of Named Person – it cannot be designated to any Constable or PCSO as they will not have undertaken the relevant safeguarding training. Every Leader will receive the appropriate training (National VPC Introduction to Safeguarding in the VPC and Managing a Safeguarding Concern) to be a 'Named Person'. This role can be held by both staff and volunteers and there must be a clear adherence to the process. This role is to ensure all allegations, disclosures and concerns are raised, actioned and recorded appropriately at Unit level. They also ensure that the Leader involved directly with the young person is free to support them. Whilst this is happening, the named person is free to co-ordinate an appropriate response and ensures that all other young people are not impacted upon. They are the key communication channel in the early days between the Leader directly involved with supporting the young person, and the Duty Inspector/Force co-ordinator. Specific Duties of this role: As a Named Person if a leader leaves VPC and you believe they have done so to avoid being investigated, or if you believe they are not appropriate to be with Children and young people (CYP) then you have a duty to refer to DBS via your Force referral process and to notify your Force VPC Co-Ordinator/CiP Sergeant. As a Named Person you have a duty to refer if you believe a young person or adult is at risk of radicalisation or expounding extremist views to the Prevent team via your Force referral process. Notify your Force VPC Co-ordinator and CiP Sergeant. This also applies to CSE and FGM. (NB: Police Officers' have a separate duty under Prevent, to refer, but volunteers do not)

As a SG Lead, if you are aware of any allegations, disclosures or concerns about an adult (18 plus) you MUST report to the LADO through your Force referral process. Notify your Force VPC Co-ordinator and CiP Sergeant.

2.10 All leaders – this will include Cadet leaders who are PCSOs, members of the Special Constabulary or Police Support Volunteers. It also includes Senior Cadets who will be provided with guidance in terms of their role and a separate Code of Conduct to adhere to. Senior Cadets will not be fully DBS vetted or have undertaken level 2 Safeguarding Training so should never be left alone with any Cadet or group of Cadets. They will be advised to speak to one of the Cadet leaders should any safeguarding issue come to their attention. Safeguarding is the responsibility of all, and it is important that all understand their role and responsibility not only when they receive an allegation, disclosure or have a concern but in the whole way in which a 'Safe Space' is maintained. All Leaders (staff and volunteers) MUST attend training appropriate to their role and Unit requirements, to enable them to do this and follow the Codes of Conduct.

In addition to the roles set out in the National Safeguarding Policy Cumbria have also identified a Designated Safeguarding Lead for all matters related to young people involved in police led events and activities. This person will have experience of safeguarding or be supported by a colleague with safeguarding experience. They will be of a superintending rank and have oversight of the investigation into any safeguarding incidents involving young people associated with a police event or activity.

3.0 Requirements for Cadet Leaders

Cumbria Cadet leaders will all meet the following requirements before being able to work with young people:

- 3.1 Have current vetting to NPPV Level 2 and DBS check (which will be renewed every 12 months)
- 3.2 Have up to date First Aid training (monitored by CiP)
- 3.3 Attended the relevant VPC Safeguarding training (monitored by CiP)

Requirements for Cadet Leaders post initial recruitment:

- 3.4 Sign a Code of Conduct document including acknowledgement that the Safeguarding Policy and relevant risk assessment has been read and understood
- 3.5 Complete Business Interest (unless you are a Police Support Volunteer)
- 3.6 Sign VPC Leader Code of Conduct
- 3.7 Sign annually Social Media declaration form
- 3.8 Sign Leader declaration form
- 3.9 Other relevant training that will be monitored by CiP
- 3.10 New Leaders will be subject to a minimum 3 month probation period. All leaders will be required to attend annual Cadet leader training arranged by CiP. Complete an induction process, including reading the Cadet leaders handbook and in particular the guidance on communicating with young people. They must be familiar with the directions that no contact is to be made with the Cadets other than through the Marshall Portal or official Cheshire police e-mail systems, that there must be no contact between leaders and cadets via any social media platform, and that leaders must not offer cadets lifts to or from sessions.
- 3.11 New leaders will be required to undergo an assessed 3 month probationary period before being confirmed in post

4.0 Reporting:

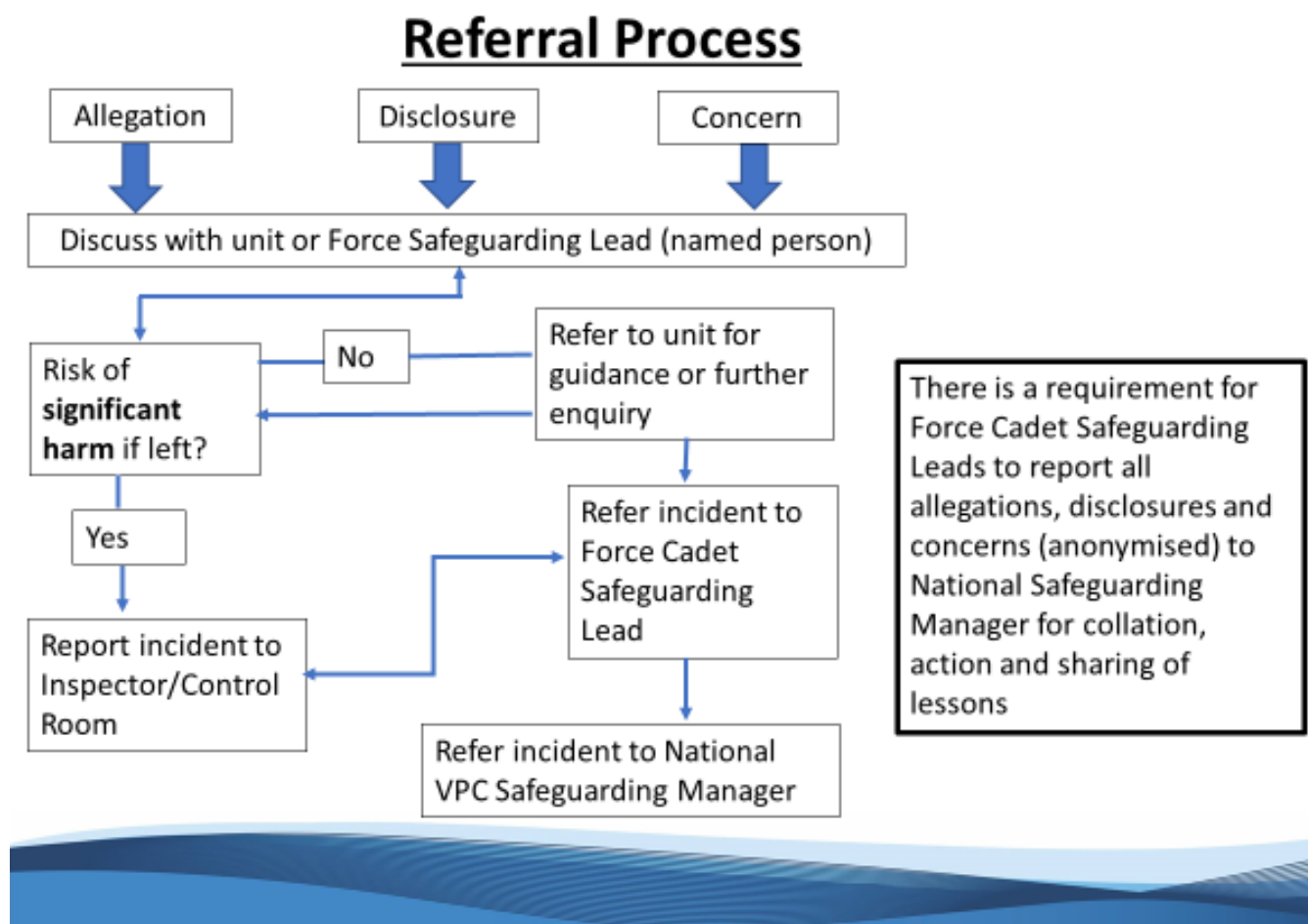
The following procedures should be followed in the event of any safeguarding incident, disclosure or safeguarding concern within a Cumbria Constabulary VPC environment or session:

- 4.1 There will be occasions when a disclosure or concern does not require immediate intervention – the Cadet leader receiving the disclosure must consider if there is a risk of significant harm if no action is taken. If there is such a risk then the leader **must** contact the FIM or Duty Inspector in the first instance as it is likely that any safeguarding issue will arise out of hours given this is when the majority of cadet sessions take place. See flowchart at appendix A which sets out National VPC guidance on dealing with safeguarding allegations, disclosures or concerns.
- 4.2 The Duty Inspector or FIM will ensure that any immediate safeguarding or investigative requirements are implemented. They will also determine whether the on call Gold officer should be advised if the matter involves any reputational risk to the organisation.
- 4.3 Any serious safeguarding issue or disclosure must be documented by the Cadet leader witnessing or receiving the disclosure in their PNB or on an MG11 or in the case of a PSV, a MG11 will be taken by an officer and also (redacted if required) on the relevant One Note page. If the issue is a criminal offence then it should be recorded on Red Sigma and dealt with as such and the crime report referenced on the relevant One Note page. CiP will need to be informed and a redacted log will be sent to the VPC Safeguarding manager.
- 4.4 The Force Designated Safeguarding Lead should be advised of the incident and will maintain oversight of any investigation that may be required and ensure that all relevant referrals to statutory agencies are made.
- 4.5 The Force Co-ordinator and DRO must be informed within 24 hours and will be responsible for informing the National VPC team and for implementing any necessary changes to policies and procedures or learning from the incident.
- 4.6 The Cadet Coordinator will maintain a log of Safeguarding Concerns using One Note (stored within teams)
- 4.7 Young people, parents and guardians will be provided with an electronic handbook when they join the Cadets that includes details of how to report any concerns they have both within the formal structures and anonymously via Crimestoppers or the NSPCC.
- 4.8 For incidents involving a concern or allegation around the behaviour of a Cadet leader Cumbria Constabulary recognise our duty to refer to the Local Designated Safeguarding Officer (LADO). This process will be overseen by the Safeguarding Superintendent.

5.0 Guidance Documents

The National Policy references various guidance documents on different topics relevant to young people. These can be found on the VPC website using the following link: <https://vpc.police.uk/about-us/safeguarding-statement/national-vpc-safeguarding-guidance-documents-a-z/> Guidance on these topics is also provided in the safeguarding training for leaders and if any further information is required interested parties can contact the Cadet Co-ordinator or Citizens in Policing Team for assistance.

Appendix A – Referral Flowchart



6.0 Monitoring and reviewing

The Citizens in Policing (CiP) team are the authors of this policy and the CiP Board will ensure that it is monitored and reviewed to ensure the content remains current and relevant and that the procedure is developed where appropriate in line with Cumbria Constabulary's force procedure guidance. The Citizens in Policing Sergeant is the owner of this procedure and will ensure that the procedure is published in line with the Constabulary's approval process. This procedure will be reviewed every 12 months unless there is an earlier change in legislation/regulations requires policy review after being agreed at the Constabulary CiP Board.

The policy business owner maintains outright ownership of the policy and any other associated documents and in-turn delegate responsibility to the department/unit responsible for its continued monitoring.

The policy should be considered a 'living document' and subject to regular review to reflect upon any Force, Home Office/ACPO, legislative changes, good practice (learning the lessons) both locally and nationally, etc.

The CiP Board chair will be responsible for reviewing the policy.

The reviewer will

- Check relevant statistics, comments as necessary and where available, in order to identify any trends, issues or concerns
- Check that the Policy has been put into practice
- Check that the policy is being effective
- Verify that all of the elements are operating properly
- Verify that published procedures are being applied and complied with
- Ensure that the aims of the policy are achieved
- Monitor that the Policy does not discriminate against those with protected characteristics

In the event that an individual feels disadvantaged by the requirements of a Policy or Procedure or where they perceive there to be an impact which is intentionally or unintentionally unfair the matter should be dealt with in accordance with the **Policy and Procedure Review Process / Selection Process Appeals Procedure** contained in the Fairness at Work (Grievance Resolution) Policy and Procedure. This information will also be monitored and considered when reviewing the Policy.

7.0 Human Rights

The Human Rights Act 1998 incorporates the Articles contained in the European Convention on Human Rights (ECHR) into domestic law, making it unlawful for public bodies to act in a way which is incompatible with the Convention.

I confirm that this document has been drafted to comply with the principles of the Human Rights Act 1998.

8.0 Health and Safety

This document has been drafted to comply with the requirements as detailed in the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, including amongst others the general duties to:

- (i) Secure the health safety and welfare of persons at work
- (ii) Protect persons other than persons at work against risks to health and safety arising out of or in connection with the activities at work.

9.0 GDPR

Under the General Data Protection Regulation (GDPR), which came into force from 25 May 2018, individuals have the right to request access to any personal data that is being processed.

Cumbria Constabulary will hold data in accordance with our Records Review, Retention & Disposal Policy under the governance of Records Management which primary purpose is to protect the public and help manage the risks posed by known offenders and other potentially dangerous people.

We will only hold data for as long as necessary for the purposes for which it was collected. Victims/public should be reminded that Cumbria Constabulary take the protection of personal data seriously and is managed under the MOPI codes of procedure (2005), General Data Police Regulations (GDPR) and Law Enforcement Directive (LED) which came into effect on 25th May 2018.

10.0 Communication

The following methods will be adopted to ensure full knowledge of the procedure:

- (i) Procedure will be published on the Force Intranet (sharepoint) for the attention of all Police officers and staff and Specials.
- (ii) Procedure will be published on the Force procedure library.

11.0 Terms and definitions

Child – Has a specific legal meaning of anyone below the age of 18 years.

Young Person – Has no specific legal definition. However, 12-18 years is the standard age associated with the term.

Adult – Has a specific legal meaning of anyone above the age of 18 years. **Safeguarding** – For the purposes of this policy, we are using the terms ‘safeguarding’ and ‘to safeguard’ to describe the prevention and precautionary approach to planning and procedures needed to protect children, young people and adults from any potential harm.

Child Protection - Child protection is a process within the Safeguarding Policy and refers to the activity undertaken to protect children suffering from, or at risk of, significant harm (Working Together to Safeguard Children 2018)

Child and young person focussed - our safeguarding practice places the views of children and young people at the centre of our policy planning and implementation processes. This approach ensures that their welfare remains paramount in all we do

Adult Protection - Adult protection is part of safeguarding and refers to the activity undertaken to protect adults suffering from, or at risk of significant harm (No Secrets – Statutory guidance (2000), and Social Care Institute for Excellence (2011): Safeguarding Adults at Risk of Harm.

Adult at risk – An adult, who is, or may be, in need of community care services i.e. adult social services, because of mental health, disability, age or illness, and/or who is unable to care for themselves or unable to protect themselves from significant harm or exploitation

Radicalisation - refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups

Safety - Safety is about being protected from and not causing, danger, risk, injury, loss or harm. Safety can be a feeling, a physical object or place, and an action, and sometimes refers to the laws, rules, and principles that are intended to keep people safe. Safety is not just about what happens inside the

meeting place, it is also about outside it, including days out, and may be about something that is happening at home.

Wellbeing - Wellbeing refers to a person's sense of contentment and satisfaction with their conditions in life and their current circumstances. It is closely linked to emotional balance and mental health but it also affected by an individual's attitude, values and perspective.

Grooming – is the planned and deliberate act of manoeuvring an individual into a position of isolation to ensure they become a key influencer or 'trusted person'

LSCB - Local Safeguarding Children's Board. These have been replaced in most areas by a Safeguarding Partnership (Working Together to Safeguard Children rev 2018) Regional Safeguarding Board (Wales)

LADO – Local Designated Safeguarding Officer Not all areas have them however the function must be completed. They will be involved in the management of allegations against people who work with children and have oversight. The VPC has been identified as a Regulated Activity provider we MUST ensure that any concerns or allegations made about any Leader or adult associated with Cadets MUST go to the LADO – Each Force will have a reporting process – please ensure YOU are clear on how this is done. This is a legal requirement – called a 'duty to refer'

MASH – Multi Agency Support/Safeguarding Hubs are structures designed to facilitate information sharing and decision-making on a multi-agency basis, commonly through co-locating staff from the local authority, health agencies and the police in one facility

Safeguarding Partnership - The Working Together Safeguarding Children Guidance (2018) disbanded in the last rendition, the Local Safeguarding Children's Board (a cross agency Board that ensured the guidance was adhered to within a set area) aka LSCB. Some were very effective and others not, so they gave 2 years for each LSCB area to improve its model of governance to form a Safeguarding Partnership – LA, Police and Health. They hold all the money, set the strategy and are tasked with leading safeguarding in the area. This makes them more accountable and streamlines decision making protocols. You will note they are the three Child Protection agencies leaving the wider safeguarding agencies out of the decision making processes in most areas. The legislation fully comes into effect 1st September 2020.

Extremism– In the UK this is defined as “vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.

Risk Assessment- Risk assessment is a term used to describe the overall process or method where you: Identify hazards and risk factors that have the potential to cause harm (hazard identification). ... Determine appropriate ways to eliminate the hazard, or control the risk when the hazard cannot be eliminated (risk control)

Informed decision-making is the two-way communication process between a young person (cadet) and one or more Leaders that is central to being young-person centered when managing safeguarding concern. This includes the right to accept or to decline the offer of certain advice and guidance and to change that decision. This MUST never be a deciding factor if the concern raised requires referral to statutory services.

Information Sharing Protocol - An Information Sharing Protocol (ISP) assures safe and lawful information sharing. They are also called Data Sharing Agreements (DSA) and Information Sharing Agreements (ISA). The protocol details how and what data partners share. It also explains the legal basis for the sharing.

Supervision -: A process of critical reflection in which people who work with youth people or youth workers discuss ongoing work and development issues with another Leader, or a peer in order to identify clarity about roles, and the relationship between values, ethics and in some cases child protection issues.

3. Comments and Contact

All comments on how this policy can be improved are welcomed and should be forwarded to the Policy Owner at the correspondence address below:

Citizens in Policing Team
Corporate Support
Cumbria Constabulary Police Headquarters
Carleton Hall
Penrith
Cumbria
CA10 2AU