

SAFEGUARDING POLICY January 2025

Barnsley and District u3a

General Safeguarding information and guidance

It is a legal requirement of all the Charity Commissions that **Bu3a must have a safeguarding policy in place to protect their members.**

Purpose

This policy and procedure is written to enable the committee to address issues where there are safeguarding concerns. Safeguarding includes incidents between members, concerns regarding abuse or neglect that a u3a member may be experiencing outside of the u3a, health related issues or previous or pending criminal convictions.

The purpose of this policy is to demonstrate the commitment of Barnsley u3a to safeguarding their members and to ensure that everyone involved in Barnsley u3a is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within Barnsley u3a.

Scope

This safeguarding policy and procedure apply to all individuals involved in Barnsley u3a, including the committee, group leaders and members, and to all concerns about the safety and wellbeing of members taking part in u3a activities and in the wider community.

Safeguarding Commitments

In order to implement this policy, Barnsley u3a. will ensure that all members will be aware of the safeguarding procedures and know who to contact if they have a concern relating to the welfare or wellbeing of an adult.

Barnsley u3a committee has a duty of care to its members, is committed to upholding this safeguarding policy in order to protect its members and whistle-blowers.

Barnsley u3a recognises that some people are potentially at risk of abuse and neglect. Where abuse or neglect is suspected Barnsley u3a will aim to respond in a prompt and efficient manner to any situation where there is a risk of or perceived risk of harm. Barnsley u3a does not hold any statutory authority. Matters of concern will be reported to the relevant safeguarding authorities and charity regulatory authorities, as appropriate.

This may include the local authority, the local multi-agency safeguarding hub (MASH), or the police in an emergency.

Where there are concerns for a member's wellbeing or safety, Barnsley u3a committee will complete a safeguarding risk assessment, seek advice and support from the Trust where necessary, and will contact the relevant statutory authorities as needed. It is not appropriate for Barnsley u3a to take the lead role in any Safeguarding Enquiry (under Section 42 of the Care Act 2014 (England and Wales)).

Barnsley u3a recognises that there are various forms of abuse which can be perpetrated by volunteers, members, relatives, friends, and neighbours. Barnsley u3a will not condone nor tolerate any form of abuse or neglect and believes that all people should be able and, where necessary, enabled to live in an environment which is safe and free from harm.

Barnsley u3a will put the well-being of those at risk of harm first, and they will be actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to. Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

A list of the types of safeguarding risks and harm can be found on the [England and Wales Charity Commission website, which is applicable generally.](#)

Barnsley u3a will monitor the implementation of this policy and procedure annually through its committee.

When following the safeguarding procedure Barnsley u3a will strive to uphold the principles that those involved in incidents and whistle-blowers are entitled to:

- privacy
- be treated with dignity and respect
- lead an independent life and to be enabled to do so
- choose how they live their lives
- the protection of the law
- have their human and civil rights upheld regardless of ethnic origin, gender, sexuality, impairment or disability, age, religious or cultural background.

Barnsley u3a will also follow the principles enshrined within the England and Wales Care Act 2014

- **Principle 1 – Empowerment** – whereby the approach is focused on the individual making their own decision and gaining informed consent, where possible.
- **Principle 2 – Prevention** – seeking to take steps to prevent issues from arising or escalating.
- **Principle 3 – Proportionality** – responding in a proportionate way to the issue/s being presented.
- **Principle 4 – Protection** – seeking to keep the membership safe and protection for those deemed to be at risk and the protection of whistle-blowers.

- **Principle 5 – Partnership** – reporting incidents to the relevant statutory bodies and liaising with the Trust.
- **Principle 6 – Accountability** – accurate recording of incidents. Reporting incidents, as required, to the Trust and to relevant regulatory authorities.

Procedure

Introduction

Barnsley u3a has a responsibility to ensure that its committee members and group leaders understand their safeguarding responsibilities.

Depending on the nature of the allegation and the identified risk, Barnsley u3a will support the alleged victims and the alleged perpetrators of any abuse as well as any volunteer or whistleblower who becomes aware of an allegation in so far as this does not compromise any safeguarding enquiry or investigation into the allegation or place other adults at risk.

Volunteers and whistleblowers are protected by this policy, if reporting any of the following affecting Bu3a members or associates/helpers of Bu3a:

- a criminal offence, for example fraud or theft
- someone's health and safety is in danger
- risk or actual damage to venues, equipment, documents or the environment
- a miscarriage of justice
- believing someone is covering up wrongdoing
- bullying, abuse, neglect of other Bu3a members
- The identity of the whistleblower is confidential to the investigation unless the whistleblower gives their written consent to disclosure
- protection of a member from any detriment from other members that arises because of making a "protected disclosure" including protection from harassment or victimisation.

Barnsley u3a will make every effort to respect the confidentiality of any information that is disclosed under this policy and procedure, however due to the seriousness of allegations confidentiality is not absolute. Information will be recorded and stored securely in accordance with Data Protection Act 2018 but information may have to be shared with relevant authorities on a 'need-to-know' basis only, to prevent:

- Danger to a person's life
- Danger to a person's health
- Danger to others
- Danger to the community
- To facilitate the investigation of a serious crime

Courses of action

- Barnsley u3a's approach to safeguarding will include members who exhibit health concerns that could put themselves or others at risk, convictions (previous or pending) that include offences of a sexual or violent nature, inappropriate behaviour exhibited by a member including sexual advances, bullying, aggression or violent behaviour, harassment and/or discrimination. This can include behaviour exhibited face to face as well as electronic communications or via social media platforms.
- Where the committee becomes aware of a safeguarding concern, steps will be taken, as needed, to ensure the safety of adult/s at risk is secured as a priority. The steps to take to address this will be discussed and agreed between the Executive Officers of the committee in the first instance. No committee member will act in isolation when dealing with a safeguarding concern. The steps taken should be documented and stored securely in accordance with the Data Protection Act 2018.
- Where Barnsley u3a committee becomes aware of a safeguarding concern, the first step will be to gather as much information as possible to assist with the decision as to the next steps. A risk assessment will be developed and recorded as soon as possible after the concern comes to the attention of the committee.
- Where it is deemed that the risk is high and immediate action needs to be taken, the committee will contact the relevant authorities and the Trust for advice and support.
- As far as possible, the adult at risk's wishes will be respected as to whether or not to refer any concerns to the local authority as a Safeguarding Enquiry under Section 42 of the Care Act 2014. However, it may be necessary to override their wishes in the best interests of other adults at risk.

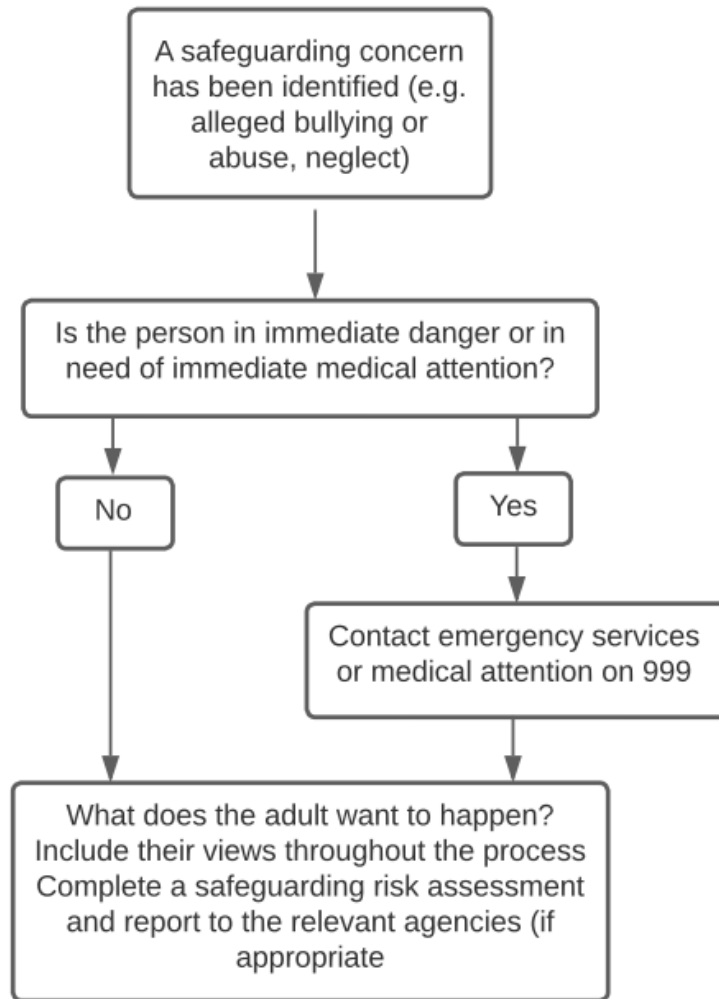
A safeguarding concern raised by a whistleblower must contain as much relevant information as possible. In making a protected disclosure the member must:

- reasonably believe that the disclosure they are making is in the interest of the person.
- reasonably believe that the information detailed and any allegations in it are substantially true.

Information needed:

- who the allegations are against.
- details of the nature of the alleged wrongdoing.
- dates, places and amounts where possible.
- provide or highlight any evidence they have in support of the allegation.
- state if the person making the disclosure is a member of bu3a
- name and contact details (unless they wish to remain anonymous)

- In developing the risk assessment, the committee will consider the level of risk and the action that needs to be taken accordingly. Assessment of risk will include:
 - Risk to the individual member
 - Risk to other members within the u3a
 - Reputational risk for the individual u3a and the u3a movement as a whole
- Where the risk is not deemed to be high but support is needed, Barnsley u3a will contact the Trust to discuss the concerns and seek additional assistance in developing the risk assessment. Assistance will always be sought before moving to exclude any member from the u3a on the basis of a safeguarding risk assessment.
- Once the risk assessment is completed, the committee will decide as to the most appropriate course of action. This could include excluding members from certain groups i.e., groups held in people's homes, requesting that a member attends the u3a with a carer or excluding a member from a group run by a particular group leader.
- Depending on the nature of the allegation it may be necessary to pursue the incident following Barnsley u3a's complaints or disciplinary procedure. Where it is decided that this is the best course of action the matter will not be investigated by any party that was privy to the initial reporting of the incident.
- All actions taken will be recorded. Any records will remain confidential to the committee unless a prior decision has been taken to share the record with the relevant statutory bodies.



Reference: [The Public Interest Disclosure Act - GOV.UK](https://www.gov.uk)

u3a Barnsley U3a Safeguarding Policy and Procedure			
Version	Description of changes	Date of change	Review date
1.0/2024	The adoption of the TAT May 2023 Safeguarding Policy and Procedure and to include reference to whistle-blowers as a draft procedure for the consideration of the Bu3a committee on the 13 th December 2024.	05/12/2024	N/A
2.0/2025	Approved by the Bu3a committee on the 17 th January 2025	17/01/2025	TBA
2.0/2025	Audited by the Bu3a Compliance Team	21/01/2025	N/A