

Purpose

This policy sets out Irvine and District Pipe Band's approach to safeguarding and promoting the welfare of children and vulnerable adults. It applies to all aspects of our work and to everyone volunteering for Irvine and District Pipe Band, including contractors and self-employed contracted inspectors.

Strategic context

Irvine and District Pipe Band's strategy is underpinned by 3 core principles:

- children first
- independence
- accountability and transparency

This means that everything we do should be in the interests of children and young people. This includes ensuring that the providers we use have effective procedures for keeping children and vulnerable adults safe from abuse, neglect and exploitation.

Definitions

Irvine and District Pipe Band uses definitions of the term 'safeguarding' from statutory guidance.

Safeguarding children is defined in volunteering together to safeguard children as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Joining the band

Irvine and District Pipe Band carries out safeguarding checks on everyone who volunteers for us. All roles require a Disclosure and Barring Service (DBS) or Disclosure Scotland check and references before the individual joins us. Many individuals, including all contractors, will be subject to an DBS check and a check of social media because their role may bring them into regular contact with children.

Anyone interviewed for a contractor post with Irvine and District Pipe Band, either internally or from outside the organisation, will need to show an understanding of safeguarding that is relevant to the role that they are applying for.

Expectations of volunteers

Everyone volunteering for Irvine and District Pipe Band has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children in all aspects of their time with the band.

Anyone who volunteers for Irvine and District Pipe Band must inform a member of the committee if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child. If anyone is in doubt whether the situation or allegation is relevant they should.

Any allegations of misconduct towards children by those volunteering for Irvine and District Pipe Band will be managed using the procedure in 'Management of safeguarding complaints made against an Irvine and District Pipe Band volunteer' (Irvine and District Pipe Band constitution 2023).

Safeguarding training

Irvine and District Pipe Band is committed to ensuring that everyone who volunteers for us understands their safeguarding responsibilities and keeps their knowledge up to date. All contractors must complete an PVG check within 3 months of taking up post, and after that at 3-yearly intervals. There will also be regular refresher training for contractors on safeguarding children, including on specific areas of risk and safeguarding practice.

Acting on safeguarding concerns

No one volunteering for Irvine and District Pipe Band should investigate concerns about individual children who are or may be being abused or who are at risk. However, this does not mean that we should do nothing when we learn of a concern. We all have a responsibility to make sure that concerns about children are passed to the committee that can help them without delay.

If anyone is concerned that a child is at risk of being abused or neglected, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

Concerns about children should be referred to the committee immediately.

If anyone volunteering for Irvine and District Pipe Band is in any doubt about what to do, they should consult the committee.

Anyone volunteering for Irvine and District Pipe Band who has concerns about the behaviour of a colleague must always raise this with the committee as quickly as possible.

Learning and improving

We are determined to keep improving our knowledge and understanding of how best to protect children. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding everyone.

We will carry out in-depth reviews of our actions in cases where children cases raise questions about Irvine and District Pipe Band's practice that need to be examined. The main purpose of the reviews is to learn lessons about when our systems need to improve to protect children better in future. We will also promote a culture in which we are able to highlight and review near misses to learn and improve our practice.