



Adult Protection/Safeguarding Policy

In addition to protecting the children in our care, we have a responsibility to ensure the safety and welfare of all adults we are in contact with. This includes any staff employed by Little Rookies or family members and carers of our children. In particular, we must consider any vulnerable adults or young persons who may be at risk.

A vulnerable adult is defined as someone aged 16 years or over who demonstrates all of the following:

- are unable to safeguard their own well-being, property, rights or other interests,
- are at risk of harm, and,
- because they are affected by disability, mental disorder, illness or physical or mental infirmity, are more vulnerable to being harmed than adults who are not so affected.

Harm can be defined as any form of harmful conduct including:

- conduct which causes physical harm
- conduct which causes psychological harm (for example by causing fear, alarm or distress)
- unlawful conduct which appropriates or adversely affects property, rights or interests (for example: theft, fraud, embezzlement or extortion)
- conduct which causes self-harm.

Should anyone suspect that any adult is experiencing any form of abuse or is at risk of harm, we will take action immediately to seek advice and report my concerns to the appropriate agencies, such as Social Services and/or the police.

All staff and parents/carers are made aware of the existence of this Adult Protection Policy and their responsibilities when first introduced to the setting. Staff and parents/carers can access this policy at all times within the setting's Policies and Procedures folder. Additional copies of all the setting's policies are available on request.

We adopt strict recruitment procedures when recruiting staff which includes PVG checks and two references (one from most recent employer).

All staff must undergo child protection training within the first six months of employment and refresh this training annually. Staff are reminded that in addition to children, adults and young persons may also be at risk of harm. They are asked to keep this policy in mind should they have concerns about anyone they know or come into contact with.

As per our whistleblowing policy, all staff and parents/carers are encouraged to discuss any concerns they may have with us in the first instance but where they feel this is not appropriate, or when the matter remains unresolved, then they can talk in confidence to the Care Inspectorate or Social Services. Where there are concerns for the immediate safety and well-being of an individual, the Social Services or Police should be contacted immediately. Once satisfied

that the individual is safe, the member of staff/parent/carer should then inform us of their concerns.

Any concerns or incidents, along with any action taken and the outcome will be made available to the Care Inspectorate, Police and/or Social Services where required for evidence or further investigation.

Useful Numbers:

Care Inspectorate

Tel: 0345 600 9527

Child Protection

Tel:

Social Services

Tel:

Police Scotland

Tel: 101 or 999 in an emergency