



YHA Safeguarding Policy Statement

1.1 Policy Purpose

YHA (England and Wales) has a duty of care to provide a safe environment for all that come into contact with the activities and services of YHA, both on and off site. By the very nature of the work undertaken by YHA, many employees and volunteers have contact with children and adults at risk during the course of their work.

YHA will take all reasonable steps to ensure that safeguarding and promoting the welfare of children and adults at risk is embedded across its network of sites and business models. We are clear that safeguarding is everyone's responsibility in our organisation and will strive to deliver a safe and trusted environment.

YHA believes that it is always unacceptable for any person to experience abuse or neglect of any kind and recognises its responsibility to safeguard the welfare of all, by committing to policy, procedures and practices that seek to prevent and protect from all forms of abuse and neglect.

YHA have developed this policy and procedures to provide an overarching framework for the organisation on how to prevent, recognise and respond to safeguarding concern and allegations. This will enable us to put the safety and well-being of our guests and beneficiaries at the heart of our mission. This policy makes clear what is required in relation to the protection of all and in doing so will enable us to create a safe and positive environment for all.

1.2 Application

This document applies to all employees, volunteers, trustees, and anyone who works on our behalf (for example contractors and freelance 3rd parties).

1.3 Our commitment to safeguard

YHA recognise that:

- The best interests of the child or adult at risk are paramount in all considerations about their welfare and protection, including when to maintain confidentiality and when to share information about them
- Everyone has a right to protection from harm and abuse, regardless of age, ability, gender, racial heritage, religious beliefs, sexual orientation, or identity or other additional vulnerabilities
- The need to work in partnership with professionals, third parties, children, adults at risk, their parents/carers is essential in promoting their welfare
- Concerns or allegations that anyone has harmed a child or adult at risk will be taken seriously and managed sensitively and fairly in accordance with this policy and procedures

Our commitment to safeguard will be demonstrated by:

- Adopting and disseminating YHA's safeguarding policy and procedures across YHA to ensure a unified approach
- Taking seriously all concerns and allegations of abuse and responding to these swiftly, appropriately, and fairly
- Sharing and recording information according to data protection principles
- Using safer recruitment, selection and vetting processes for employees and volunteers where relevant to roles and responsibilities
- Providing employees and volunteers with induction, training and supervision appropriate to their safeguarding role and responsibilities
- Having safeguarding arrangements in place with assigned roles and responsibilities
- Providing a code of conduct which serves to protect employees, volunteers and all who use our sites and services
- Informing employees, third parties, parents/carers, and guests of the existence of the safeguarding policy and procedures and how they can share any concerns
- Providing trustees with Safeguarding specific training
- Having a best practice safeguarding working group (known as the Safeguarding Panel) in place
- Appointing experts in the field of safeguarding to support our safeguarding work as necessary
- Ensuring there are arrangements in place, including contractual obligations, where we contract the services of other organisations to ensure that they have appropriate safeguarding measures in place
- Maintaining an exclusion register for individuals that we will not permit to use our sites due to their behaviour and/or criminal record
- Reviewing the effectiveness of our safeguarding practices which includes having them audited by a third party
- Reviewing the safeguarding policy and procedures on an annual basis, or sooner if an incident or legislative change so warrants it

1.4 Breaches

YHA is committed to taking all appropriate action, including disciplinary, legal or other action in response to any breaches of its safeguarding policy and procedures.

It is the responsibility of our employees and volunteers to act if there is a cause for concern about a child or adult at risk, or the behaviour of an adult towards a child or adult at risk, but it is not their responsibility to determine if abuse has occurred or what action is required to protect them.

Responsibility for deciding whether to escalate a concern to the appropriate authority lies with the YHA nominated safeguarding employees.

1.5 Associated policies and procedures

Safeguarding and promoting the welfare of children and adults at risk is a broad concept. Therefore, the policies and procedures which contribute to safeguarding are listed below, they should also be followed and used in conjunction with this document, dependent on your role and responsibilities:

Document title	Version	Date
Whistleblowing policy	1.3	May 2024
Safer Recruitment Policy	2.3	June 2024
Employee Handbook	1.3	May 2024
OHS 31 Event Lost Child Procedure	Unknown	2017
Exclusion Register Policy	3.0	May 2023
YHA Use of Fleet Vehicles Policy	1.1	July 2024
Use of Private Vehicles Policy	1.0	July 2024
Use of images (film and photograph)		
DBS Policy & Code of Practice	-	November 2015
OHS 15 Admissions guidance	TBC	TBC
OHS 14a Security Procedure	TBC	TBC
Social Media Policy	1.1	March 2023
YHA ICT Acceptable Usage Policy	1.2	September 2024
Equity, Diversity and Inclusion Policy	1.3	May 2024
Managing Performance Policy	1.5	August 2024
Risk Management Policy	5.2	March 2024
Volunteering policy	1	March 2016

1.6 Law and Guidance

The policy and procedures are underpinned by law and statutory guidance in England and Wales. This policy is reviewed annually and changes in legislation will be considered at review unless required sooner.

The policy and procedures were developed in consultation with the NSPCC (National Society for the Prevention of Cruelty to Children).



JAMES BLAKE
Chief Executive Officer
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