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Iechyd Cyhoeddus
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Public Health
Wales

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SAFEGUARDING POLICY

Policy Statement

This Policy sets out how Public Health Wales will safeguard people at risk of harm and how it will fulfil its responsibility to prevent staff and/or service users experiencing gender-based violence, domestic abuse and sexual violence modern slavery and/or financial abuse.

It will ensure they are protected from harm and provided appropriate support. It will provide assurance that alleged perpetrators of abuse are dealt with in an appropriate manner.

It will provide an assurance that the organisation is compliant with the Social Services and Well-being (Wales) Act 2014 and the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. This Policy fits into the Public Health Wales strategic priorities 1, 2, 5, 6 and 7.

Policy Commitment

The aim of the Policy is to ensure that Public Health Wales commit to prevent people who are at risk of harm from experiencing harm. It aims to prevent those experiencing gender-based violence, domestic abuse and sexual violence from continued harm. It will ensure the needs of people at risk of/or experiencing these issues are supported.

It is informed through current legislation and guidance both from Welsh Government and United Kingdom Government. These include but are not restricted to the Children Act 1989 and 2004, the Female Genital Mutilation Act 2003, the Mental Capacity Act 2005, the Social Services and Well-being (Wales) Act 2014, the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, the Modern Slavery Act 2015 and the Serious Crimes Act 2015

Supporting Procedures and Written Control Documents

- [Adult at Risk Procedures](#)
- [Children at Risk Procedures](#)

- [Violence against Women, Domestic Abuse And Sexual Violence Procedures](#)
- [Managing Allegations of Abuse by Staff Procedure](#)
- Code of Practice Ethical Employment in Supply Chains

Other related documents are:

- Safeguarding Training Plan
- [Safeguarding Information Document](#)

Scope

This Policy is applicable to all Public Health Wales staff, volunteers, any person who discharges duties on behalf of the organisation.

Equality and Health Impact Assessment	Please refer to the completed EHIA
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Group with authority to approve supporting procedures	Safeguarding Group
Accountable Executive Director/Director	Sian Bolton Executive Director Quality Nursing and Allied Health Professionals.
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Disclaimer

If the review date of this document has passed please ensure that the version you are using is the most up to date either by contacting the document author or [Corporate Governance](#).

Summary of reviews/amendments

Version number	Date of Review	Date of Approval	Date published	Summary of Amendments
2	2018	04.10.18	17.10.18	

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1 Introduction

The Social Services and Well-being (Wales) Act 2014 and Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 place legislative duties on Public Health Wales. Public Health Wales is committed to raising awareness and providing guidance for employees and managers in relation to safeguarding and protect those who are vulnerable in our society and address the effects of all types of domestic abuse and intimate and sexual violence.

Some people in our society are not able to protect themselves properly, this especially applies to children and adults at risk of harm. It is also important to recognise that anyone can experience domestic abuse and sexual violence regardless of gender, sexual orientation, culture or religion. This policy relates to all staff, volunteers, service users and the general public. By developing an effective policy it is anticipated that Public Health Wales provides a consistent and seamless service when dealing with safeguarding issues and suspected or confirmed child and/or adult protection concerns. It will also create a safer environment, both in the work place and the public arena for those experiencing or at risk of physical violence, domestic abuse and/or sexual violence.

2 Policy aims and objectives

This policy will set out the responsibilities for all staff in relation to:

- safeguarding children;
- safeguarding adults at risk of harm;
- violence against women, domestic abuse and sexual violence (VAWDASV);
- modern slavery; and
- managing allegations of abuse by staff.

It will be underpinned by guidance for staff and managers on how to deal with safeguarding issues, incidences where domestic abuse and/or its effects become apparent and where there are allegations of abuse against staff. It aims to provide reassurance to victims of domestic abuse and/or sexual violence that the issue will be dealt with sympathetically, seriously and confidentially with no fear of stigmatisation. The guidance also aims to assist managers to appropriately address situations where staff are alleged perpetrators or are found to be perpetrators of domestic abuse and/or sexual violence or any other forms of abuse.

3 Roles and responsibilities

The overarching accountability for safeguarding children and adults at risk and promoting their welfare rests with the Board of Public Health Wales through the Chief Executive. The director for the Quality, Nursing and

Allied Health Professional has executive accountability for safeguarding in Public Health Wales.

All staff in Public Health Wales are responsible for familiarising themselves with the contents of this policy and providing appropriate support to colleagues, service users and the public in line with its provisions.

Managers must be able to appropriately address situations where staff are identified as an actual or potential victim of this abuse or found to be alleged perpetrators of any form of abuse. They should seek advice from the People and Organisational Development Team and the Corporate Safeguarding Team.

Staff should be aware that misconduct inside and outside of work is viewed very seriously and can lead to disciplinary action being taken.

4 Safe recruitment and retention

Legislation requires Public Health Wales to ensure that all employees who have access to children or adults at risk should have relevant pre-employment checks. The organisation will be committed to safe recruitment and retention of its employees and volunteers in line with current legislation and guidance. Public Health Wales will follow the process of up to date all Wales guidance for when an allegation of abuse has been raised against any member of staff.

5 Support and safety of staff

Public Health Wales will assist staff in obtaining appropriate support if they have been subjected to domestic abuse and/or violence or any other forms of abuse. This will be supplemented through prioritising health and safety in the workplace e.g. by conducting a risk assessment. In some circumstances it may be appropriate for Public Health Wales to support an employee who is seeking help to address their abusive behaviour.

Whilst staff are encouraged to seek help and assistance from within the organisation, there are also a number of external agencies that may be of further assistance.

Public Health Wales will provide help and support to all staff (including volunteers) when dealing with any safeguarding issue. This support will be through line managers and/or the Corporate Safeguarding Team. Appropriate support will also be provided when there are allegations of abuse made against staff.

6 Confidentiality

Public Health Wales recognises that employees experiencing domestic or other forms of abuse normally have the right to confidentiality. However, in circumstances where children or adults with vulnerabilities are at risk, complete confidentiality cannot be guaranteed. In such circumstances advice must be sought from the Named Lead Safeguarding. Information can be shared without consent with the Named Lead Safeguarding, Social Services or the police if there is concern that a child may be at risk or an adult is in danger of being killed or seriously injured or there is an overriding public interest. All information will be shared in accordance with the Caldicott principles.

7 Child Practice Reviews, Adult Practice Reviews and Domestic Homicide reviews

Public Health Wales will fully engage with any requests for participation in Child Practice Reviews, Adult Practice Reviews and Domestic Homicide Reviews where the organisation has information that can support these reviews.

8 Training and communication with staff

All staff will undertake appropriate safeguarding training commensurate with their roles and responsibilities, as determined by the Public Health Wales Safeguarding Training Strategy, which is informed by all relevant national guidance and training prescribed by Welsh Government found in the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and in the accompanying National Training Framework.

All managers should ensure that staff are aware of this policy and how they may locate it.

9 Procedures and guidance

Managers and staff must follow the procedures and guidance (including relevant flowcharts) that support this policy. These can be found on the [Intranet](#).