



SAFEGUARDING POLICY

VERSION 2.2

Guides and Scouts of Europe - United Kingdom ('the Charity')

A registered charity in England and Wales, number 1198968

Approved by:

Position:	General Commissioner, GSE UK	President, GSE UK
Name:	Robert Colquhoun	Paul Hammond
Signature:		
Date:	23 March 2023	23 March 2023

1. Introduction and purpose

1.1. The Charity recognises that children and young people may be subject to harm or abuse. It is never acceptable for children or young people to be abused. As a Christian and values-led organisation, the Charity must take steps to:

- Minimise the risks.
- Prevent abuse wherever it can.
- Respond to the needs of all children and young people it comes into contact with, and whenever it suspects they are being abused.

1.2. This policy sets out how the Charity operates to keep children and young people safe from abuse. Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children or young people who are suffering or are at risk of suffering significant harm. Everyone working within the Charity has a responsibility to safeguard children and young people and promote their welfare. When considering matters of safeguarding, the Charity has regard to the following:

- The child or young person's welfare is paramount.
- All children and young people, regardless of age, culture, disability, ethnic origin, gender, political persuasion, racial origin or religious beliefs have a right to be protected from all forms of harm, abuse, neglect and exploitation.
- This is stated in both UK legislation (The Children Act 1989) and in international law (The UN Convention on the Rights of the Children, 1989). Article 19 states that:
 - "Parties shall protect the children from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse".
- It is everyone's responsibility to report concerns, but it is the responsibility of children and young people's services and/or the police to determine whether or not abuse has taken place.

Discrimination, prejudice and oppressive behaviour or language is unacceptable within all of our activities, programmes or services.

1.3. The Charity has a duty of care towards its volunteers and service users. We are committed to the protection and safety of young people and children, whether they are volunteers and/or participants in our activities. We will protect and support the volunteers who work with us as well as users of our services.

1.4. The aim of this policy is to outline the practice and procedures for volunteers within the Charity, in order to safeguard and promote the welfare of children and young people accessing our services and activities. This policy relates to children and young people under the age of 18.

2. Links / Useful Contacts

Catholic Safeguarding Standards Agency, Tel: 020 7901 1920 or 07855 23398
www.catholicsafeguarding.org.uk

NSPCC, Tel: 0800 800 500
www.nspcc.org.uk

ChildLine, Tel: 0800 1111
www.childline.org.uk

Police, Tel: 101 (in an emergency, ring 999)

Contact numbers for the Local Authority Children's and Adult's Services in your locality can be found in your local Phone Directory.

Domestic Violence Helpline, Tel: 0808 2000 247

www.cedar.uk.net

Family Action, Tel: 020 7254 6251

www.family-action.org.uk

3. Definitions

3.1. Abuse and Neglect

Abuse and neglect are forms of maltreatment of a child or young person. Somebody may abuse or neglect a child or young person by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child, children or young person.

Types of Abuse

Type of abuse	Children
Physical	✓
Verbal	✓
Emotional	✓
Sexual	✓
Neglect	✓
Psychological	✓
Financial	✓
Discriminatory	✓
Domestic	✓
Institutional	✓
Spiritual	✓

3.2. Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child or young person.

3.3. Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child or young person such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children.

These may include interactions that are beyond the child or young person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing children or young people frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child or young person, though it may occur alone.

3.4. Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

3.5. Neglect

Neglect is the persistent failure to meet a child or young person's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may involve a parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing to protect a child or young person from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate caretakers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or young person's basic emotional needs.

3.6. Discriminatory Abuse

Discriminatory Abuse includes racist, religious, sexist, homophobic, and disablist abuse.

3.7. Indications of abuse in children and young people

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.
- An injury for which the explanation seems inconsistent.
- The child or young person describes what appears to be an abusive act involving them.
- Someone else (another child, young person or adult) expresses concern about the welfare of child or young person.
- Unexplained changes in behaviour or emotions such as becoming very quiet, withdrawn or displaying sudden bursts of temper.
- Inappropriate sexual awareness.
- Engaging in sexually explicit behaviour, sexually explicit talk inappropriate to the child or young person's age.
- Distrust of adults, particularly those with whom a close relationship would be expected.
- Difficulty in making friends.
- Uncharacteristic eating disorders, depression and suicide attempts.
- The young person may become withdrawn, introverted and depressed and have low self-esteem and lack of confidence.

There are certain signs of abuse, both in a child or young person's appearance and behaviour, which may alert an individual to the possibility that abuse is occurring. Some of these signs are common to all types of abuse; others are more specific.

Knowing the signs to be aware of is essential for recognising a real or potential problem. However, the presence of any one sign in itself may not necessarily mean abuse is occurring, and conversely, a child or young person who is being abused may show none of the obvious signs. Such factors make the issue of child abuse more complex, but all concerns and suspicions should be reported and acted upon accordingly.

3.8. Volunteers

"Volunteers" refers to any and all people who undertake voluntary duties for the Charity in any capacity whatsoever. There are no staff working for the Charity.

3.9. Direct contact with children and youth

"Direct contact with children and youth" refers to being in the presence of a child or youth in the context of the Charity's activities. This includes any virtual, online meeting.

3.10. Indirect contact with children and youth

"Indirect contact with children and youth" refers to having access to information on a child, children or youth in the context of the Charity's work, such as photographs and reports.

4. Our Policy

4.1. The Charity takes a zero-tolerance approach towards abuse of any kind. There are no excuses for not taking all reasonable action to protect children and young people at risk from abuse, exploitation, radicalisation and mistreatment.

4.2. Designated Safeguarding Lead

There is a Designated Safeguarding Lead for safeguarding at the Charity, who is supported by Local Designated Safeguarding Representatives from time to time (collectively referred to as 'Designated Safeguarding Leads,' for the purposes of the policy). For further details regarding this, please see the contact details at the end of this policy.

The Designated Safeguarding Lead will fulfil their safeguarding responsibilities in a way that ensures that children and young people are safeguarded from harm. The Designated Safeguarding Lead is responsible for following up and reporting any suspected reports of abuse.

The absence of a Safeguarding Lead should not delay any reporting if there is any immediate risk of harm.

4.3. Volunteers and Trustees working with children and young people

The Charity recognises that anyone may have the potential to abuse children and young people in some way and that all necessary steps are taken to ensure unsuitable people are prevented from working with them.

All volunteers and Trustees offered a role within the Charity will be subject to an Enhanced Disclosure and Barring Service (DBS) check. Volunteers and Trustees working with children and young people will have an Enhanced DBS check every 3 years.

All volunteers and Trustees working with children are given an induction to the Charity, which includes awareness of their safeguarding responsibilities and procedures to be followed if they have a safeguarding concern. Appropriate Safeguarding training is provided to volunteers as part of their induction; and have a safeguarding refresher course every two years.

All volunteers and Trustees working with children are required to report any suspected abuse and be aware of the appropriate reporting and support procedure for safeguarding including the reporting of people at risk of radicalisation and extremism.

All volunteers and Trustees working with children must be clear on appropriate behaviour and responses and follow our agreed policies. Where appropriate, failure to maintain standards will be dealt with in accordance with the Charity's policies and procedures.

All volunteers and Trustees working with children who come into contact with children, young people and their families as part of their duties will be alert to possible signs of abuse and consider whether there may be safeguarding concerns. They will discuss their concerns with a Designated Safeguarding Lead, to get appropriate support.

5. Our Procedure

5.1. It is important that all volunteers are aware of the reporting procedures if they have a concern about child protection or a young person's welfare.

5.2. They should:

- Refer their concerns to a Designated Safeguarding Lead.
- In the absence of a Designated Safeguarding Lead, refer their concerns to a Trustee, who will be responsible for making contact with the appropriate authorities. There must be no delay in reporting if there is an immediate risk of harm.
- Where concerns relate to the actions of a Designated Safeguarding Lead and/ or Trustee and in the absence of another Designated Safeguarding Lead or Trustee, take steps to make contact with the appropriate authorities directly.
- Record all complaints, injuries or behaviours that cause concern in the manner directed by Trustees from time to time.
- If the concerns involve immediate harm or risk of harm, the volunteer must act without delay and contact the police.

6. Communication Guidelines

- 6.1. Access to printed and electronic personal information about children is covered by the Data Protection Act and the [UK General Data Protection Regulation](#). It should, however, be explicit that the duty of care towards children is more important than the duty of confidentiality within Data Protection legislation.
- 6.2. All children have the right to be accurately represented through both words and images. The Charity's portrayal of any children must not be manipulated or sensationalised in any way.
- 6.3. The Charity **must** have written and informed consent from the parents/guardians of children to use an image for publicity, fundraising, awareness-raising or other purpose (which should be made clear to the individual or organisation giving consent).

7. Allegations involving a volunteer or Trustee

- 7.1. The Charity recognises that there may be occasions where there is an allegation against a volunteer or Trustee. Allegations against those who work with children and young people can cover a wide range of circumstances.
- 7.2. All allegations of abuse of children and young people, by those who work with or care for them must be taken seriously and acted upon immediately. All reports of allegations, however uncertain, must be submitted within one working day to a Designated Safeguarding Lead in accordance with the Reporting Procedure **[Annex 6]**.
- 7.3. The following procedure **[Annex 5]** should be applied in all situations where it is alleged that a person who works with children or young people has:
 - Behaved in a way which has harmed a child, or may have harmed a child or young person;
 - Possibly committed a criminal offence against or related to a child or young person;
 - Behaved towards a child or young person in a way which indicates that they are unsuitable to work with children.
- 7.4. The allegations may relate to the person's behaviour as part of volunteering with the Charity, at home or in another setting.
- 7.5. A Designated Safeguarding Lead will discuss the matter to determine what steps should be taken and where necessary obtain further details of the allegation and the circumstances in which it was made. The Charity should not examine whether an allegation is false or unfounded, but must report all allegations.
- 7.6. Some allegations will be so serious as to require an immediate referral to the police, but common sense and judgement must be applied in reaching a decision about what action to take. If there is cause to suspect that a child or young person is suffering or is likely to suffer significant harm, a Designated Safeguarding Lead may immediately refer the matter to the police.
- 7.7. Some allegations may appear to be less serious and at first sight and might not seem to warrant consideration of a police investigation. However, it is important to ensure that even apparently less serious allegations are followed up and examined objectively by someone independent to the Charity. Consequently, a Designated

Safeguarding Lead should be informed of all allegations that come to the Charity's attention and appear to come within the scope of this procedure so that they may consult the relevant authorities, as appropriate.

8. Overview and review

8.1. The Chair of Trustees will have overall responsibility for the Charity's safeguarding arrangements.

8.2. This policy must be reviewed annually, or sooner if required, by the Chair of Trustees.

8.3. Designated Safeguarding Lead:

Position	President, GSE UK
Name	Paul Hammond
Contact details	paul.hammond@gseuk.org, 07973 192 324

8.4. Local Designated Safeguarding Representatives:

Group	1 st Bedford
Name	Robert Colquhoun
Contact details	robert.colquhoun@gseuk.org, 07947 698 195

Group	1 st Gateshead
Name	Paul Hammond
Contact details	paul.hammond@gseuk.org, 07973 192 324

9. Recruitment and Selection of Volunteers

9.1. The Charity recognises that anyone may have the potential to abuse children and young people. All reasonable steps will be taken so that unsuitable people are prevented from coming into contact with children and young people.

9.2. The recruitment of all volunteers, having direct or indirect contact with children and young people, will be through a thorough and standardised process including two references and an application for an enhanced DBS Disclosure.

The process includes the following:

9.3. An enhanced disclosure through the Disclosure and Barring Service (DBS). The requirement to undertake a Disclosure check will depend on the nature of the post **[Annex 1]**.

9.4. In accordance with Catholic DBS guidelines, the Charity will, as soon as possible, use the services of an Umbrella Body Agreement (UBA) with the Catholic Safeguarding Standards Agency to administer, process and secure a DBS Disclosure on an applicant's behalf **[Annex 2]**. The Roman Catholic Dioceses of "Hexham and Newcastle" and Northampton aim to comply with the [DBS Code of Practice](#).

9.5. During Spring 2022 it came to the attention of the Charity's Board that serious questions were being raised about the standards of overall governance and

safeguarding in the Diocese of Hexham and Newcastle. Consequently, to best “safeguard its safeguarding”, a decision was taken by the Board in May 2022 to initially operate independently from diocesan governance and to undertake all DBS checks directly, rather than through a UBA, until such point as the appropriate investigations have taken place and any follow-up actions have been put into place. At the time of the review of this document (March 2023) there are 4 parallel investigations currently taking place in the Diocese of Hexham and Newcastle. The Board expects that the Charity will need to continue its current, interim safeguarding arrangements until at least Autumn 2023.

- 9.6. If the geographical jurisdiction of the UK Disclosure and Barring Service does not apply, then the potential volunteers shall obtain equivalent documentation from the relevant service in their own country if their stay is short-term and no longer than 3 months. If their stay is longer than this, they will be required to complete the UK DBS process.
- 9.7. The requirement for the potential volunteer to sign a personal declaration stating any criminal convictions, including those considered “spent” is required by completing a **Safeguarding Self Declaration** form. New filtering rules will now pertain to all DBS disclosures. These can be found at **Annex 3**.
- 9.8. The requirement for the potential volunteer to read, understand and accept compliance with the Charity’s Safeguarding Policy and guidelines as part of their terms and conditions of engagement. This process will include signing a Safeguarding Agreement which is provided by the Safeguarding Office and a copy kept by the Charity as a condition of their volunteering position.

Interview

- 9.9. Potential candidates for any volunteering role at the Charity will undergo a standardised interview process appropriate to that position, which will include some or all of the following:
- Specific questions at interview on children and young people’s protection and the candidate’s commitment to, and respect for, children and young people protection policies, practices and procedures as well as the applicant’s motivation for working with children and young people.
 - Attentiveness by the interview panel to anything suspicious in employment history (including gaps).
 - The requirement to substantiate qualifications.
 - As part of the DBS application process, the requirement to provide three forms of identification. These may include a full birth certificate, passport or driving licence and national insurance number. At least one piece of identification must include the candidate’s current address and evidence of previous names to ensure that they are not applying under a false identity. This complies with the requirements outlined in Section 8 of the Asylum and Immigration Act 1996.

Induction

9.10. All volunteers must receive an induction to reinforce the Charity's vision and values. They must also be given a copy of the Charity's Safeguarding Policy (this document) and sign to indicate that they have read and understood this.

The Charity reserves the right to vary the terms of the policy if the needs of the organisation change or other circumstances deem it necessary.

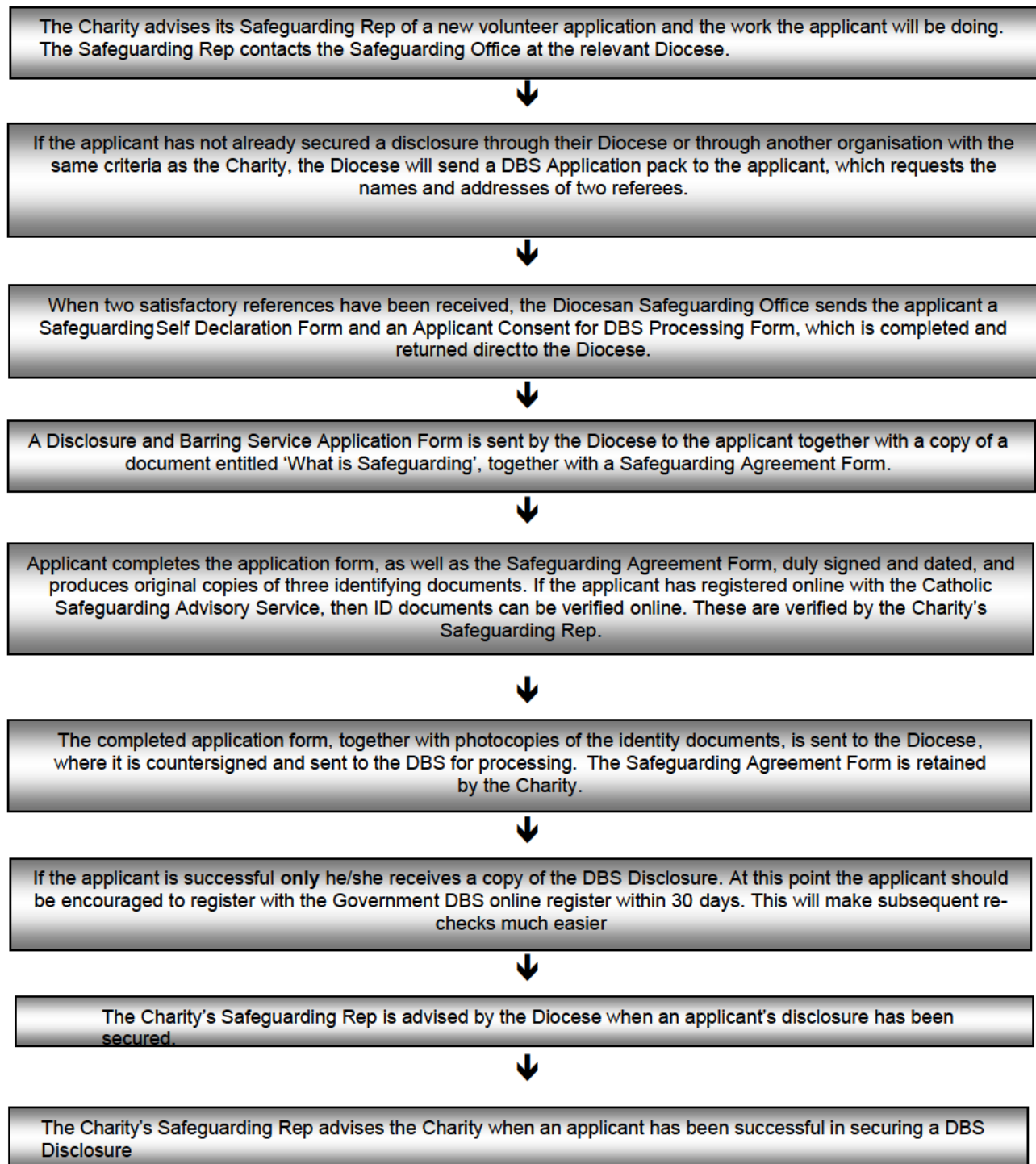
Annex 1: Roles that Require a Disclosure through the Disclosure and Barring Service

All volunteers

The Charity's Safeguarding Rep is responsible for administering DBS checks and for maintaining DBS volunteer records.

The level of DBS check is dependent upon the role and frequency of that role. Usually, an enhanced disclosure will be necessary due to the possibility of participation in overnight camping trips.

Annex 2: Flowchart for Disclosure Process through the Catholic Safeguarding and Standards Agency (CSSA)



Notes:

1. **The above process will not be adopted until such point as confidence has been fully restored in diocesan safeguarding.**
2. **In the event that the Diocese ascertains that an applicant is unsuitable to be a volunteer at the Charity, then permission to 'appoint' that person will not be granted.**
3. **Cautions or convictions don't automatically bar someone from volunteering.**

Annex 3: Filtering rules for Disclosure and Barring

The rules regarding the automatic disclosure of cautions and convictions on a DBS certificate are set out in legislation.

Standard and Enhanced DBS certificates must always include the following records no matter when they were received:

- All convictions for specified offences
- Adult cautions for specified offences
- All convictions that resulted in a custodial sentence

Other records must be included depending on when the caution or conviction was received:

- Any adult caution for a non-specified offence received within the last 6 years
- Any adult conviction for a non-specified offence received within the last 11 years
- Any youth conviction for a non-specified offence received within the last 5 and a half years

An 'adult' is any individual aged 18 or above at the time of the caution or conviction. A 'youth' is any individual aged under 18 at the time of the caution or conviction.

A 'specified offence' is one which is on the [list of specified offences](#) agreed by Parliament, which will always be disclosed on a Standard or Enhanced DBS certificate where it resulted in a conviction or an adult caution. Youth cautions for specified offences will not be automatically disclosed.

Any cautions (including reprimands and warnings) and convictions not covered by the rules above are 'protected' and will not appear on a DBS certificate automatically.

Cautions, reprimands, and warnings received when an individual was under 18 will not appear on a Standard or Enhanced certificate automatically.

Please note that Enhanced certificates may include information relating to a protected caution or conviction if the police consider that it is relevant to the workforce that the individual intends to work in. Decisions to include information in this way are subject to [statutory guidance](#).

Annex 4: Safeguarding Code of Conduct

The Code of Conduct should be interpreted in a spirit of transparency and common sense, with the best interests of the children and young people as the primary consideration.

Minimising risk situations:

- **Do** be accompanied by a second adult whenever possible; **do** meet with children or young people in a central, public location whenever possible; **do** immediately note the circumstances of any situation which occurs which may subject to misinterpretation; **do** keep in mind that actions, no matter how well intended, are always subject to misinterpretation by a third party.
- **Do not** place yourself in a compromising or vulnerable position with a single child or young person, including in the following situations: in a car (no matter how short the journey); overnight (no matter where the accommodation); in your home or the home of a child or young person. Do not show favouritism or spend excessive amounts of time with one child or young person.

Sexual behaviour:

- **Do not** engage in or allow sexually provocative games with children and young people to take place, kiss, hug, fondle, rub or touch children and young people in an inappropriate or culturally insensitive way; sleep in the same bed as children and young people; do things of a personal nature that children and young people could do for him/herself, including bathing, dressing and grooming and encourage any crushes by a child or young person.

Physical behaviour:

- **Do** use great sensitivity in initiating any physical contact, always ensuring that it is appropriate, and as a general rule, wait for the child to take the initiative.

Psychosocial behaviour:

- **Do** be aware of the power balance between an adult, children and young people, and avoid taking any advantage this may provide.
- **Do not** use language that will mentally or emotionally harm any children or young people; suggest inappropriate behaviour or relations of any kind; act in any way that intends to embarrass, shame, humiliate, or degrade children or young people; encourage any inappropriate attention-seeking behaviour, such as tantrums, by children or young people; show discrimination of age, culture, disability, ethnic origin, gender, political persuasion, racial origin, or religion.

Peer abuse:

- **Do** be aware of the potential for peer abuse; develop special measures/supervision to protect younger and especially vulnerable children and young people; avoid placing children or young people in high-risk peer situations (for example unsupervised mixing of older and younger children and young people).

- **Do not** allow children or young people to engage in sexually provocative games with each other.

Physical environment:

- **Do** develop clear rules to address specific physical safety issues relative to the local physical environment.

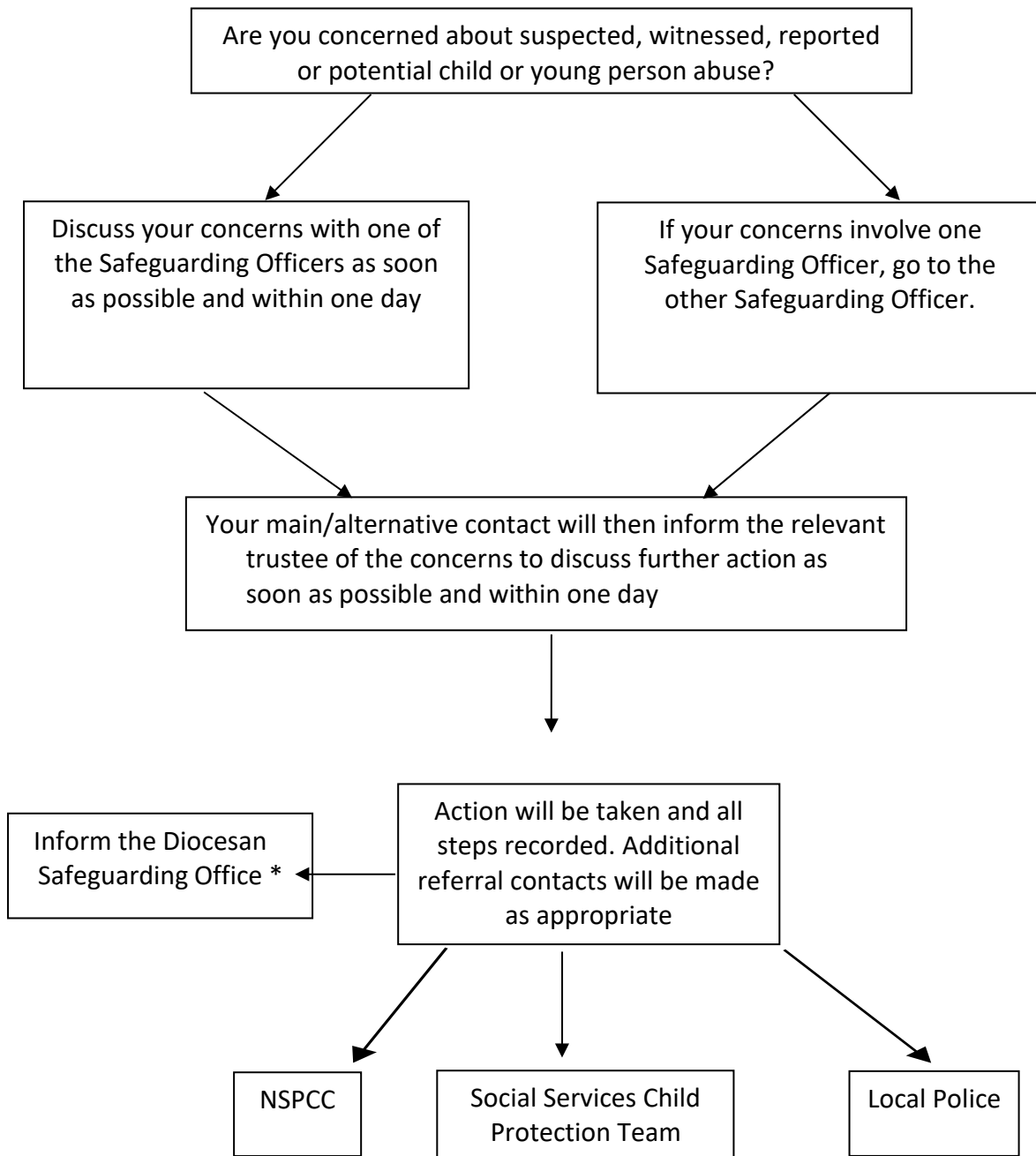
Annex 5: Allegations by Children or Young People

When a child or young person informs you that he/she is uncomfortable with or makes a disclosure about a specific person's behaviour, either an adult or a child, towards them or another child, the following steps must be taken:

- Reassure them that they were right to report the behaviour.
- Listen carefully and calmly to them and ask minimal questions, just to clarify the allegation so that you will have sufficient information to pass on to the Safeguarding Rep or Police.
- During the conversation, try not to repeat the same questions to the child or young person, as this gives the child or young person the impression that they did not give correct information the first time and they are not fully believed.
- Do not promise confidentiality to the child or young person. Inform the child or young person that you must report the incident to only those that need to know.
- Take proper steps to ensure the physical safety and psychological wellbeing of the child or young person. This may include referring them for treatment.
- Make certain you distinguish between what the child or young person has actually said and the inference you may have made. Accuracy is paramount in this stage of the procedure.
- Do not permit personal doubt to prevent you from reporting the allegation to the proper authority.
- Let the child or young person know what you are going to do next and that you will let them know what happens.

Annex 6: Flowchart to Report Suspected Abuse

Listen, Record, Refer



* This step will only be applicable once safeguarding is done via the diocese and CSSA.

Annex 7: Roles and Responsibilities of a Designated Local Safeguarding Representative

There is a Designated Safeguarding Lead, Paul Hammond, at the Charity, who meets with the rest of the Board on a regular basis to discuss safeguarding matters. There is also a Designated Local Safeguarding Representative within each local group in which the Charity operates (currently 1st Bedford and 1st Gateshead).

The Designated Local Safeguarding Representative's duties fall into the following key categories:

- 1) A central point of contact, whose contact details are available for any safeguarding concerns, disclosures or allegations which parents, guardians or children themselves may wish to share. The Safeguarding Representative undertakes training regarding policies and procedures and is aware of who to contact in specific circumstances.
- 2) Promoting good and safe practices in all activities involving children and, young people within the Charity. This is done by sharing national policies and procedures, and local Diocesan Guidelines, with group leaders and volunteers and ensuring that any outside organisations coming in to work with a group are aware and compliant with these requirements.
- 3) In order to protect the children and young people in the Catholic Church from **any form of abuse**, the Charity's Safeguarding Representative is involved in the safe recruitment of volunteers and has the responsibility for facilitating the Disclosure and Barring Service (DBS) Disclosure procedure at a local level. From the point at which the Board decides to undertake safeguarding through the Catholic Church, it will undertake the safe recruitment of volunteers in consultation with the diocesan safeguarding department and CSSA.

Organisations have a legal obligation to apply for a Disclosure Certificate, as part of their recruitment process, where any voluntary role involves meaningful contact with, or responsibility for, children or young people.

As set out in Annex 2, the process involves:

- 1) Completion of an application form which is stored securely by the Charity.
- 2) Two references are then sought by the Safeguarding Representative.
- 3) Under the Rehabilitation of Offenders Act, an opportunity must be given to self-declare any relevant information (the Safeguarding Representative does not see this form and the information is held securely at the Diocese)
- 4) Application for a DBS Disclosure is made, and this must be supported by the verification of three appropriate identity documents.
- 5) A single copy only of the Disclosure Certificate is issued which is sent to the applicant's home address. The applicant can then see the content of their disclosure first, which will give them the opportunity to dispute any information disclosed about them, or to withdraw their application, if they wish to do so. The majority of these certificates are 'clear'; however, if they do contain information, the situation is handled in the strictest confidence. Having a criminal record will not necessarily prevent someone from working in the Catholic Church, and any information which arises as part of the safe recruitment process, is risk assessed by the Diocese in relation to the role applied

for. The Safeguarding Representative is then advised that the volunteer may begin their ministry who, in turn, advises the Charity.

- 6) There is a Government [online update service](#) which enables one to manage one’s DBS applications and certificates, view organisations that have viewed them. It saves time and we would encourage people to use this service.
- 7) DBS Certificates from other voluntary organisations can be accepted by the Charity, provided: they have been issued by the DBS after the 17 June 2013; the applicants have registered with the online scheme; and their voluntary post is within the same workforce and disclosure level.
- 8) If applicants subscribe to the Online Update Service, this will enable the respective Diocese (from the point at which the Charity’s safeguarding is done through the Catholic Church) to undertake regular online status checks of their disclosures rather than requiring everyone to complete an entirely new disclosure application together with the associated forms.

The following slip is to be signed by the volunteer and sent to the Charity’s Designated Safeguarding Lead.

Guides and Scouts of Europe - UK

I, [insert name]....., have read, understood and accepted compliance with the Charity’s Safeguarding Policy (version 2.2) and guidelines as part of the terms and conditions of my engagement.

Dated [insert date].....

Signature.....