Salford Community Leisure

Safeguarding Children Policy and Procedures

August 2026

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Safeguarding Commitment Statement

To fulfil our commitment to safeguard and promote the welfare of children, Salford Community Leisure Limited recognise that we have a responsibility to provide:

- Clear priorities for safeguarding and promoting the welfare of children.

- A clear commitment by senior management to the importance of safeguarding and promoting children's welfare.

- A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children.

- Recruitment and human resource management procedures that take account of the need to safeguard and promote the welfare of children and young people, including arrangements for appropriate checks on new employees and volunteers.

- Procedures in place to ensure third party hirers (Sports Clubs / Organisations) have provided appropriate documentation such as Governing Body Affiliation, Coaching Qualifications, Public Liability Insurance, and Safeguarding Procedures (in line with NSPPC / Sport England's 'Standards for Safeguarding & protecting children in Sport' NSPCC Child Protection in Sport Unit | CPSU) so that children taking part in an organised sports session – via a third party / external sports club – do so in a safe environment.

- Procedures for dealing with allegations of abuse against employees and volunteers.

- Arrangements to ensure that all employees undertake appropriate training to equip them to carry out their responsibilities effectively and keep this up to date by refresher training at regular intervals; and that all employees, including temporary employees and volunteers who work with children, are made aware of the establishment's arrangements for safeguarding and promoting the welfare of children and their responsibilities for that.

- Policies for safeguarding and promoting the welfare of children (e.g., pupils/students*), and procedures that are in accordance with guidance and locally agreed inter-agency procedures.

  *Students / Young People 16 years plus – Refer to Mental Capacity Act 2005

- Arrangements to work effectively with other organisations to safeguard and promote the welfare of children, including arrangements for sharing information.

- A culture of listening to, and engaging in dialogue, with children seeking children's views in ways that are appropriate to their age and understanding and taking

account of those views in individual decisions and in the establishment or development of services.

- Appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed (Whistleblowing Policy available on SCL Intranet).

1. Introduction

This document is the Safeguarding Children Policy for Salford Community Leisure Limited, which will be followed by all members of the organisation and promoted by those in a position of leadership within the organisation.

Individual agencies are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's welfare.

We know that being a young person makes them vulnerable to abuse by adults. The purpose of this policy is to make sure that the actions of any adult in the context of the work carried out by the organisation are transparent and safeguard and promote the welfare of all young people.

Children are mainly abused by adults but more recently there has been an increase in abuse by peers in relation to domestic abuse, exploitation, emotional and other forms of abuse highlighted in this policy.

This document is written in accordance with the Salford Safeguarding Children Partnership.

2. Principles

Below are the principles upon which the Safeguarding Children Policy is based.

- The welfare of a child or young person will always be paramount and promoted.
- The welfare of families will be promoted.
- The rights wishes and feelings of children, young people and their families will be respected and listened to.
- Keeping children safe from harm requires people who work with children to share information - see Information Sharing: Advice for Practitioners
- Providing Safeguarding Services to Children (Data Protection, Information Sharing and confidentiality).
- Those people in positions of responsibility within the organisation will work in accordance with the interests of children and young people and follow the policy outlined below to ensure children are safeguarded (Children Act 1989).

2.1. Children and Young People under this Policy

- Babies from newborn age and under the age of 1
- Children & Young People/Adolescents aged 1-18 and vulnerable people up to the age of 25.

2.1.1. Mental Capacity Act

Mental capacity act refers to the human rights of the child in this context, although the legislation is also applicable to adults.

Reading and guidance on MCA can be found via SSCP here.

3. Immediate Action to Ensure Safety

Immediate action may be necessary at any stage in involvement with children and families.

In all cases it is vital to take whatever action is needed to safeguard the child/children:

- If emergency medical attention is required, this can be secured by calling an ambulance (dial 999).
- If a child is in immediate danger the police should be contacted (dial 999) as they alone have the power to remove a child immediately if protection is necessary, via Police Protection Order.
- If you need urgent advice outside of office hours call the Emergency Duty Team (EDT) on 794 8888.

SCL employees should consult the latest version of Safeguarding Reporting Contact Details document which is accessible via the SCL intranet. It is imperative that the latest version of this document is used as contact details may change.

SCL policies are reviewed and renewed in Q4 of the financial year, and all documents are dated.

If there is any doubt as to the urgency of a safeguarding issue, SCL employees must immediately contact their service DSO. If their service DSO is unavailable, any SCL DSO can be contacted. Details of the DSO's in place at SCL are found in section 6.1. of this policy document.

4. Recognition of Abuse or Neglect

Abuse or neglect of a child is caused by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family, peers, exploitation by gangs, or in an institutional or community setting; by those known to them or more rarely by a stranger.

Abuse can take many forms, and the following is a summary of the most common forms of child abuse as set out in Types of Abuse NSPCC.

4.1. 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.

4.1.1. Indicators of physical abuse:

- Children with frequent injuries.
- Children with unexplained or unusual fractures or broken bones; and
- Children with unexplained: bruises or cuts, burns or scalds, or bite marks

4.2. Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only in so far as they meet the need of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun of what they say or how they communicate.

It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions beyond a child's development capability, as well as overprotection and limiting 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 (including cyber bullying), causing children 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, though it may occur alone.

4.2.1. Indicators of emotional abuse:

- Children who are excessively withdrawn, fearful, or anxious about doing something wrong.
- Parents or carers who withdraw their attention from their child, giving the child the 'cold shoulder'.
- Parents or carers blaming their problems on their child; and
- Parents or carers who humiliate their child, for example, by name-calling or making negative comparisons.

4.3. Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy because of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing, and shelter (including exclusion from home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate caregivers)
- ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

4.3.1. Indicators of neglect:

- Children who are living in a home that is indisputably dirty or unsafe.
- Children who are left hungry or dirty.
- Children who are left without adequate clothing, e.g., not having a winter coat.
- Children who are living in dangerous conditions, i.e., around drugs, alcohol, or violence.
- Children who are often angry, aggressive, or self-harm.
- Children who fail to receive basic health care
- Parents who fail to seek medical treatment when their children are ill or are injured

4.4. Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

4.4.1. Indicators of sexual abuse:

- Children who display knowledge or interest in sexual acts inappropriate to their age.
- Children who use sexual language or have sexual knowledge that you wouldn’t expect them to have.

- Children who ask others to behave sexually or play sexual games; and
- Children with physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections or underage pregnancy.

4.5. Child Sexual Exploitation (CSE)

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity:

A. in exchange for something the victim needs or wants, and/or
B. for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur using technology.

4.5.1. Definition of CSE

Child sexual exploitation (CSE) is a type of sexual abuse. It happens when a child or young person is coerced, manipulated or deceived into sexual activity in exchange for things that they may need or want like gifts, drugs, money, status and affection.

Children and young people are often tricked into believing they're in a loving and consensual relationship so the sexual activity may appear consensual. This is called grooming and is a type of abuse.

Children may trust their abuser and not understand that they're being abused. CSE does not always involve physical contact and can also occur with technology.

4.6. Child Criminal Exploitation (CCE)

The criminal exploitation of Children and Young People under the age of 18 is a growing problem across the UK.

CCE involves criminals manipulating often vulnerable children and young people under the age of 18 to carry out criminal activity. Often the victims may not be aware of this exploitation and the activities can appear consensual however it is important to remember that this is not a choice.

SSCP (see section 11.1) have produced a 7 minute briefing on CCE which can be found on the SCL intranet, and here.

4.7. Information on Preventing Radicalisation

Protecting children from the risk of radicalisation should be seen as part of an organisations wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation, it is possible to intervene to prevent vulnerable people being radicalised.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media has become a major factor in the radicalisation of young people. As with managing other safeguarding risks, staff/volunteers should be alerted to changes in children's behaviour which could indicate that they may need help or protection.

4.8. Early Help

Early Help is intervening early and as soon as possible to tackle problems emerging for children, young people, and their families or with a population most at risk of developing problems. Effective intervention may occur at any point in a child or young person's life. (Northwest Children's Improvement Integrated Early Help Strategy).

- Identifying needs within families early, and providing preventative support and intervention before problems become complex and entrenched
- Supporting children, families, and communities to further develop their networks within communities, recognising that individuals, families and the wider community can often help themselves and can develop their sense of wellbeing and greater quality of life through community engagement.
- Early in life, offering support to very young children, and early after the emergence of a particular need. It includes both universal interventions and targeted interventions to prevent needs from escalating.
- Allows for proportionate support to be put in place at the right time to meet families' needs prior to issues reaching crisis point. It draws upon families' own skills and promotes self-reliance.
- Early help services must take a pro-active approach to working with children and families and to preventing adolescent children becoming harder to help through unstructured interventions.
- All young people must be treated as a child in accordance with the Children Act 1989 until they attain the age of 18 years: Care and support statutory guidance.

4.9. Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured, or changed, but there is no medical reason for this to be done.

It is also known as female circumcision or cutting, and by other terms such as sunna, gudniin, halalays, tahur, megrez and khitan, among others.

FGM is usually carried out on young girls between infancy and the age of 15, most commonly before puberty starts.

It is illegal in the UK and is child abuse, therefore reporting is mandatory if there is any evidence or suspicion that this has taken place.

Further guidance on FGM is available here.

4.10. Honour Based Violence

For some families, their reputation and place in the community is so important to them, that they are willing to hurt those whose behaviour they believe damages their family honour in some way.

People who are abused and victimised, usually by those close to them, for bringing shame or scrutiny upon their family are said to be victims of honour-based violence.

Honour-based violence can take many forms, from verbal abuse and coercive control to extreme acts such as kidnapping or murder. This type of abuse is usually perpetrated by family members, including extended family, or those very close to the victim.

It is important to remember that honour-based violence can be more subtle, especially at first, and thus less easy to identify.

4.11. Forced Marriage

Any person may be forced into marriage – this includes people of all ages, genders, ethnicities, and religions.

A forced marriage is where one or both people do not or cannot consent to the marriage and pressure or abuse is used to force them into the marriage. Forced marriage is illegal in the UK. It is a form of domestic abuse and a serious abuse of human rights.

Forcing someone to marry isn’t always physical, but it is always against the law.

4.11.1. Pressure relating to forced marriage:

- Physical pressure might take the form of threats or violence (including sexual violence)
- Emotional or psychological pressure might take the form of making someone feel they are bringing shame on their family, making them believe that those close to them may become vulnerable to illness if they don't marry, or denying them freedom or money unless they agree to the marriage.

In some cases, people may be taken abroad without knowing that they are to be married. When they arrive in that country, their passport(s)/travel documents may be taken to try to stop them from returning to the UK.

4.12. Domestic Abuse

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence, or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality'. This can encompass, but is not limited to, the following types of abuse: Psychological; Physical: Sexual; Financial; Emotional.

The definition also includes issues of concern relating to black and minority ethnic (BME) communities such as 'honour-based violence', female genital mutilation (FGM) and forced marriage.

4.12.1. Children as victims of Domestic Abuse

- Impact on a child's development and emotional wellbeing.
- Pose a threat to an unborn child
- Lead to children being assaulted during episodes of abuse.
- Cause children distress by witnessing the physical and emotional suffering of a parent or other family member.

It is imperative that children feel able to share their worries about domestic violence to someone they can trust. Individuals within the organisation need to be alert to the potential abuse of children both within their families and from other sources including abuse by members of that organisation.

The organisation should know how to recognise and act upon indicators of abuse or potential abuse involving children and where there are concerns about a child's welfare. There is an expected responsibility for all members of the organisation to respond to any suspected or actual abuse of a child in accordance with these procedures.

4.12.2. Discussing concerns with parents/carers

It is good practice to be as open and honest as possible with parents/carers about any concerns.

However, you MUST NOT discuss your concerns with parents/carers in the following circumstances:

- where sexual abuse or sexual exploitation is suspected
- where organised or multiple abuse is suspected
- where fabricated or induced illness (previously known as Munchausen Syndrome by proxy) is suspected
- where Female Genital Mutilation (FGM)is the concern
- in cases of suspected forced marriage
- where contacting parents/carers would place a child, yourself, or others at immediate risk.

These decisions should not be taken in isolation. Consult with your Senior Manager / Line Manager / Designated Safeguarding Officer.

5. What to do if children talk to you about abuse or neglect

It is recognised that a child may seek you out to share information about abuse or neglect or talk spontaneously individually or in groups when you are present. In these situations, YOU MUST:

- Listen carefully to the child. DO NOT directly question the child
- Give the child time and attention
- Allow the child to give a spontaneous account; do not stop a child who is freely recalling significant events
- Make an accurate record of the information you have been given taking
- Care to record the timing, setting and people present, the child's presentation as well as what was said. Do not throw this away as it may later be needed as evidence
- Use the child's own words where possible
- Explain that you cannot promise not to speak to others about the information they have shared - do not offer false confidentiality.
- Reassure the child that:
- they have done the right thing in telling you.
- they have not done anything wrong.

- Tell the child what you are going to do next and explain that you will need to get help to keep him/her safe

DO NOT ask the child to repeat his or her account of events to anyone.

If you have a Child Protection concern, you should consult your service DSO.

6. Consult about your concern

Because of your observations of, or information received you may become concerned about a child who has not spoken to you.

It is good practice to ask a child why they are upset or how a cut or bruise was caused or respond to a child wanting to talk to you. This practice can help clarify vague concerns and result in appropriate action.

If you are concerned about a child, you must share your concerns by following the SCL Reporting a Concern Flow Chart which is accessible on the SCL Intranet. If you feel you need additional advice, please contact one of SCL's Designated Safeguarding Officers.

6.1. Designated Safeguarding Officers Contact Details

Name	Telephone 1	Telephone 2	E-mail	Service
Dawn Williams	0773 195 7914		Dawn.williams@scll.co.uk	Leisure Centres Including SSV and WSC
Ceri Horrocks	0161 793 2646		Ceri.horrocks@scll.co.uk	Museums & Galleries
Louise Sword	0161 778 0593	0796 649 7482	Louise.sword@scll.co.uk	Active Lifestyles
Becky Jones	0161 778 0254		Becky.jones@scll.co.uk	Music and Performing Arts in Salford (MAPAS)
Asa Keenan	0776 085 8284		Asa.keenan@scll.co.uk	Active Communities / Community Facilities
Sarah Adams	0161 778 0328		Sarah.adams@scll.co.uk	Libraries
Mike Tuson	07593242935		Michael.tuson@scll.co.uk	Corporate Services

If one of those people is implicated in the concerns, you should discuss your concerns directly with the BRIDGE Team: 0161 603 4500

For external calls relating to safeguarding incidents or concerns, SCL employees should refer to the Safeguarding Reporting Contact Details document which is reviewed annually by the SCL Safeguarding Team. All contact numbers in this document are current.

6.2. The Bridge Team

You should consult with the Bridge Team on 0161 603 4500 in the following circumstances:

- When you remain unsure after internal consultation as to whether safeguarding concerns exist
- When there is disagreement as to whether safeguarding concerns exist
- When you are unable to consult promptly or at all with your designated internal contact for child protection
- When the concerns relate to any member of the organising committee.

Consultation is not the same as making a referral but should enable a decision to be made as to whether a referral to Children's Social Care, the Police, the LADO, a professional Body (where appropriate) or the DBS should progress.

If you cannot contact a designated person speak to another manager or contact the Bridge Partnership direct.

7. Make a Referral

A referral involves giving Children's Social Care information about concerns relating to an individual, group / gang or family member in order that enquiries can be undertaken by the appropriate agency followed, by any necessary action. In some instances, incidents will need to be reported to the Police as well.

7.1. Referral Process

If your concern is about harm or risk of harm from an adult in a position of trust, see Section 8 (Allegations against adults who work with children) for more detailed information.

Parents/carers should be informed if a referral is being made except in the circumstances outlined on under section 4.11.2.

However, inability to inform parents for any reason should not prevent a referral being made. It would then become a joint decision with Children's Services about how and when the parents should be approached and by whom.

Professionals who work with children and who need to raise a concern should use the referral form highlighted below. If there is any sense of urgency in respect of the concern being raised, the form should be sent, followed by a phone call to the Bridge Partnership, to highlight the urgency of the case.

If you need help in respect of filling in the form, you can also give the Bridge Partnership a call for advice on 0161 603 4500.

Fill out an online form here.

7.2. Information required when making a referral

Be prepared to give as much of the following information as possible (in emergency situations all this information may not be available). Unavailability of some information should not stop you making a referral.

- Your name, telephone number, position and request the same of the person to whom you are speaking.
- Full name and address, telephone number of family, date of birth of child and siblings.
- Gender, ethnicity, first language, any special needs.
- Names, dates of birth & relationship of household members and any significant others.
- The names of professionals' known to be involved with the child/family e.g.: GP, Health Visitor, School.
- The nature of the concern; and foundation for them.
- An opinion on whether the child may need urgent action to make them safe.
- Your view of what appears to be the needs of the child and family.
- Whether the consent of a parent with parental responsibility has been given to the referral being made.

7.3. Internal (SCL) Reporting procedure:

Complete an accurate record of your concern(s) made at the time on a SCL Incident Form.

When you have an update from BRIDGE / Police/ Other Professional Organisation you must accurately record the action agreed or that no further action is to be taken and the reasons for this decision. This can be done via a separate incident form or separate email referencing the incident.

If you have any reporting queries, please consult your service DSO as found in section 6.1. of this document above.

8. Allegations against Adults who work with Children

If you have information which suggests an adult who works with children (in a paid or unpaid capacity) has:

- behaved in a way that has harmed or may have harmed a child
- possibly committed a criminal offence against, or related to, a child
- behaved towards a child or children in a way that indicated s/he is unsuitable to work with children

You should speak immediately with your line manager or one of the Designated Safeguarding officers.

The DSO will consult with / make a referral to the LADO via the Children and Families Portal available here. SSCP's managing allegations procedures which can be accessed here.

All instances of this nature should follow the SCL Managing Allegations Flowchart. The latest version of this document is available in the Safeguarding section of the SCL Intranet.

LADO guidance is available here.

If one of those people is implicated in the concerns, you should discuss your concerns directly with the LADO. Please note that there is no longer a LADO contact number. There is now a contact portal which is accessible via the above link.

Guidance on our responsibilities relating to managing allegations is found here.

9. Customers role

There is a role played by all customers in safeguarding practices. SCL have an expected code of conduct for all customers as well as providing an opportunity for customers to contribute to SCL safeguarding practices by raising queries or concerns.

9.1. Customer complaints and raising concerns

Salford Community Leisure welcomes safeguarding related input from all customers and visitors as well as staff members.

Safeguarding related queries can be raised or reported by customers via the SCL website here.

9.2. Customer Code of Conduct

All SCL customers are expected to adhere to the SCL customer code of conduct which can be found here.

10. Confidentiality

The organisation should ensure that any records made in relation to a referral should be kept confidentially and in a secure place.

Information in relation to child protection concerns should be shared on a “need to know” basis. However, the sharing of information is vital to child protection and, therefore, the issue of confidentiality is secondary to a child’s need for protection.

Information sharing advice for safeguarding practitioners: Information Sharing and Confidentiality | Salford Safeguarding Children Partnership

11. Safeguarding Reporting

All Safeguarding reporting should follow the SCL Incident reporting process via the SCL Intranet.

All incidents which are noted as safeguarding or potential safeguarding concern, are reviewed by the service DSO and Head of Service.

The SCL Safeguarding Team provides safeguarding incident reports to the SCL board on a thematic basis. Records are reviewed by the DSO’s quarterly to trace emerging themes and local authority priority themes.

12. Useful Salford Telephone Numbers

SCL employees can use key contact numbers found in the SCL Safeguarding Reporting Contact Details.

When accessing this document, it is vital that the latest version is used, which is accessible via the SCL Intranet.

13. Working Together

There is statutory guidance in place to protect the welfare of children and young people which is available here.

Whilst the guidance uses the term “Children” throughout, this refers to any person under the age of 18 years and so applicable here as “Children and Young People”.

Salford Community Leisure are a committed member of two Safeguarding partnerships in the city covering safeguarding practices for both adults and children. Working together is an essential component of safeguarding practice

13.1.SSCP: Salford Safeguarding Children Partnership

Salford Community Leisure are a steering partner of SSCP. SCL staff members can access SSCP training and guidance via the SCL intranet.

Further details can be found here.

13.2. SSAB: Salford Safeguarding Adults Board

Salford Community Leisure are a member of SSAB. SCL staff members can access SSAB training and guidance via the SCL intranet.

Further details can be found here: Salford Safeguarding Adults Board

14. Support for SCL Staff Members

14.1. Corporate Induction

All SCL employees receive a corporate induction when joining the organisation, which clearly outlines safeguarding policies and processes.

The SCL Corporate Induction is available via the SCL Intranet.

14.2. Probationary Period

All SCL employees are recruited under a 6-month probationary period. During this probationary period the employee will receive performance assessments through

various methods including direct observation, completed objectives/targets, colleague feedback, team meetings, customer feedback, and progress meetings.

All aspects of the employee's role suitability will be observed including safeguarding practices.

Full details of the probation period can be found via the SCL intranet.

14.3. Safer Recruitment: Jobtrain

SCL utilises Jobtrain for all recruitment processes in conjunction with Salford City Council HR procedures to ensure Safer Recruitment processes are completed for all employments.

The Recruitment and Talent Team complete all necessary pre-employment checks and clearances including DBS clearances where appropriate.

After the completion of necessary checks and completed paperwork, the recruiting manager can arrange an appropriate start date.

14.3.1. Salford City Council Human Resources

Salford Community Leisure adopt Salford City Council Human Resource services. All recruitment related policy and procedure is overseen by SCC HR services.

Further details of safer recruitment can be found via the SCL Intranet under the guidance of SCC HR.

15. Policy Review

This policy will be reviewed and approved annually by the SCL Safeguarding Team and the Strategic Policy & Partnerships Lead in line with SCL Policy review standards.

15.1. Policy Queries

SCL employees and SCL customers/ser4vice users can raise queries with any SCL policy where they feel an amendment is necessary.

Customers can raise policy queries here.

SCL Staff can raise policy queries via the SCL intranet. SCL staff members are encouraged to discuss any policy concerns relating to safeguarding with their service DSO and their line manager.