



United Kingdom and Ireland Territory

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Safeguarding and Protecting Adults Policy

CONTENTS

1. Introduction	1
2. Scope	1
3. Definitions	1
4. Policy	1
5. Monitoring and Reviews	2
6. Responsibility	2
7. Further Support	2

1. Introduction

The Salvation Army believes that every human being, created and valued by God should be given respect, dignity and neighbourly love as all adults without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs. Consequently, we must all be committed to the safeguarding of every adult within our programmes and to the prevention, identification and consideration of abuse and our response to it. This is achieved through systems that recognise, reduce and manage risk.

2. Scope

This Policy relates to all Salvation Army programmes and activities where adults might attend.

3. Definitions

- Adult: An adult is anyone who is 18 years and older and 16 years in Scotland
- Staff: Relates to all employees, agency workers, relief staff and consultants
- Volunteers: Relates to those who work in an unpaid capacity (including soldiers, adherent members and members of a congregation)
- Officers: Relates to commissioned officers, envoys and cadets

4. Policy

We are committed to protecting adults by:

- Providing a safe environment which promotes emotional wellbeing and where protection from abuse is of vital importance
- Empowering adults to 'have a voice', to have access to information and to support them to make decisions
- Offering informed pastoral care to those who have been affected by abuse
- Challenging the abuse of power and position
- Ensuring that there is a robust recruitment process in place and by carefully assessing and selecting Staff and Volunteers through the process of interviews, reference checking and the use of Disclosure Checks
- Providing clear job/role descriptions to which Staff, Volunteers and Officers will be held accountable
- Ongoing training and development of Staff, Volunteers and Officers to encourage a safeguarding culture through prevention, reporting, risk management plans and an understanding of confidentiality
- Taking all allegations of abuse seriously, responding without delay and reporting to the police or statutory authorities as required

5. Monitoring and Reviews

A documented review conducted every three years by the Secretary for Personnel will be made of the effectiveness, awareness and use of this policy unless circumstances arise which require an interim review. Any identified needs for change to this policy must be sent to the Secretary for Personnel at Territorial Headquarters and approval given by SATCO. Monitoring of the policy will be achieved by ensuring the full involvement of line managers at Divisional and Territorial Headquarters.

6. Responsibility

It is the responsibility of the Corps Officer/Line Manager (this can be through delegation) that everyone has access to the information they require. It is also the responsibility of the Staff, Volunteers and Officers to ensure that they acquire the knowledge and skills they need and those that do not adhere to this policy will either be followed up through supervision or through the disciplinary process which may lead to dismissal.

7. Further Support

If you have any questions about this policy, we would encourage you to speak with your manager or call the Safeguarding Department.