



WE REMEMBER SUBMARINERS

Recognising Safeguarding Concerns

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Recognising signs of harm and abuse

People in your organisation should know the signs and symptoms of harm and abuse. Signs and symptoms are not always obvious or clear. However, the more that staff and volunteers understand about possible warning signs, the more likely they are to recognise abuse and take action.

Remember people don't need to be certain before they speak up. If anyone in your organisation is ever worried about someone, they should always speak to the person responsible for safeguarding.

Responding to safeguarding concerns

All WRS staff and volunteers are expected to record safeguarding concerns, disclosures or allegations and take appropriate action.

- We must all stand up for people who cannot speak for themselves.
- Speaking up, if you are worried that someone is harming or abusing someone else, is always the right thing to do.
- People often worry that if they report someone for doing wrong, they will be at risk. The Charity's Whistleblowing Policy offers protection for any person reporting, in relation to the safeguarding of another.

Reporting Procedure

Emergency Incident

This is when there is a life-threatening situation where there's imminent danger and harm to a child, young person, or adult.

What you should do:

1. Immediately contact the emergency services if they haven't been called already.
2. Make sure the current situation is safe.
3. Establish how others are coping – do they need any immediate support?
4. Inform the Safeguarding Lead of the incident.

Non-Emergency Incidents

1. Always make sure the person speaking up feels that they're being listened to and supported.
2. Write a clear statement of what you have been told, seen, or heard.
3. Ask for their consent to share the information with the WRS Safeguarding Lead.

If they refuse and you are still worried that they or someone else is at risk of harm, you cannot wait for this consent.

4. **Do Not** promise to keep safeguarding information confidential between you and them. Refer to WRS policy and procedures with regards to GDPR, to ensure that information is only shared with people who need and have the right to know.