

Appendix 1 – Code of Conduct: Safeguarding Addition

22. Safeguarding

22.1 All employees who come into contact with children, young people and vulnerable adults in their work have a duty of care to safeguard and promote their welfare. It is essential that a safe and supportive environment is promoted in all council services to ensure the very best outcomes for children, young people and vulnerable adults in the care of the council.

22.2 In taking due regard of current legislation and statutory guidance, Oldham Council requires all employees to take account of and adhere to the DCSF Guidance for Safer Working Practice for Adults who Work with Children and Young People. <http://www.safeguardingschools.co.uk/wp-content/uploads/2013/06/Guidance-for-safer-working-practice-for-adults-who-work-with-children-and-young-people.pdf>

22.3 This guidance outlines the correct practices to follow when in contact with children and young people and, amongst other matters, includes the appropriate approaches in relation to issues of confidentiality, propriety and behaviour, dress and appearance, gifts and rewards, social contact, sexual contact, home visits and access to inappropriate images and internet use.

22.4 The following safeguarding principles have been agreed by the Government within the Care Act 2014 as a foundation to achieving good outcomes when in contact / working with vulnerable adults:

- **Principle 1 – Empowerment** - Ensuring that people who use services have genuine choice both of and within services.
- **Principle 2 – Protection** - Support and care for their needs to live full lives, free from abuse and neglect
- **Principle 3 – Prevention** – Empowered to make choices and supported to manage risks
- **Principle 4 – Proportionality** - Proportionate and least intrusive response to the risk presented
- **Principle 5 – Partnerships** - Local solutions through services working with their communities
- **Principle 6 – Accountability** - Accountability and transparency in delivering safeguarding.

22.5 For further information on the principles see; <http://www.skillsforcare.org.uk/Document-library/Standards/Care-Act/learning-and-development/care-act-implications-for-safeguarding-adults-briefing.pdf>

22.6 The council takes the commitment to safeguarding very seriously and any breach of the guidance and practice noted above may be considered as an act of gross misconduct and may result in disciplinary action, possibly leading to dismissal.

22.7 In the event that allegations are made in respect to matters of safeguarding, the council will, as a matter of policy, make a referral to the Multi Agency Safeguarding Hub (MASH) to ensure that measures can be put into place to safeguard those as appropriate.