

SAFEGUARDING STATEMENT

When applying to work with Nurseline it is essential that you understand and abide by this policy statement. When applying for a role working with vulnerable people, we will need to contact your current and previous employers as part of our reference process. We also require an enhanced DBS with a check of the barred lists.

During the selection process we follow Safer Recruitment practices. We assess candidates' suitability to work with vulnerable people and that they are able to meet the necessary compliance criteria. If the applicant is shortlisted, we will assess any anomalies in the information provided or issues arising from references. We will require full employment history in chronological order with start and end dates and reason for leaving. Any gaps in employment must also be explained.

If after short listing we find that you have omitted any relevant information or have provided any false information, this is an offence and could result in your application being rejected or summary dismissal if you are already in post.

In the interview, you can expect questions regarding your motivation, attitude and safeguarding vulnerable adults and children.

The purpose and scope of this policy statement:

Nurseline Healthcare works with vulnerable adults and children as part of its activities.

The purpose of this policy statement is:

- to protect vulnerable people who receive Nurseline Healthcare's services.
- to provide staff and applying candidates with the overarching principles that guide our approach to protection of vulnerable adults and children.

This policy statement applies to anyone working on behalf of Nurseline Healthcare, including senior managers, paid staff, temporary workers, limited company contractors and volunteers.

We believe that:

- vulnerable people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all adults, children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of the service user is paramount
- all people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse
- some service users are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

We will seek to keep vulnerable people safe by:

- valuing, listening to and respecting them
- appointing a nominated safeguarding lead
- developing safeguarding policies and procedures which reflect best practice
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know
- sharing information about child protection and safeguarding best practice with children, their families, staff and volunteers via leaflets, posters, group work and one-to-one discussions
- recruiting internal staff, temporary workers and volunteers safely, ensuring all necessary checks are made (these checks are also made when considering working with limited company contractors)
- providing effective management through support, training and quality assurance measures
- implementing a code of conduct
- using our procedures to manage any allegations against staff and volunteers appropriately
- ensuring that we have effective complaints and whistleblowing measures in place
- recording and storing information professionally and securely.