

# White Lion Ash Community Pub Limited



## **Safeguarding Policy Incorporating the**

- **Protection of Children and Adults at Risk**
  - **Safety and Protection of Staff**
    - **Children and Alcohol**

This policy is approved and endorsed by the management committee of the White Lion Ash Community Pub Ltd (WLACP) it applies to all staff, volunteers, and committee members, and is intended to demonstrate a commitment to the safeguarding of children and adults at risk.

The welfare of a child or vulnerable adult is paramount and is the responsibility of everyone. All children and vulnerable adults, without exception, have the right to protection from abuse, whether physical, verbal, sexual, bullying, exclusion or neglect. Bullying, shouting, physical violence, sexism and racism towards children or vulnerable adults will not be permitted or tolerated.

As a business, we want to ensure all our customers can enjoy our facilities free from harm, and we are committed to protecting the most vulnerable in society by ensuring that if we are worried about someone's safety our staff are equipped to deal with it

Equally we want to ensure that our staff including those that are under 18 years of age are protected from verbal and physical abuse and are not exploited.

We have agreed to include in this policy the relevant legislation relating to children visiting licenced premises including the sale and consumption of alcohol.

All committee members, volunteers and staff will be made aware of this policy and must recognise that they have an important role to play in respect of safeguarding children and adults at risk and protecting them from all forms of abuse. The policy will be available on our website.

The following principles underpin both this policy and the WLACP procedures for the safeguarding of children and adults at risk.

1. the welfare of children and adults at risk is paramount
2. all children and adults at risk, without exception, have the right to protection from abuse regardless of gender, ethnicity, disability, sexual orientation, or beliefs
3. any concerns or allegations with regard to the abuse of children or adults at risk must be taken seriously by committee members, staff and volunteers and dealt with appropriately (including referral to children's services, appropriate adult social care services or, in emergencies, to the police)
4. all staff and other responsible adults are required to enact and support the principles set out in this policy and are responsible for following the procedures for the safeguarding of children and adults at risk.

## **Safeguarding**

As a licensed business there are additional factors to be aware of. Alcohol can often make people more vulnerable particularly those who might be at risk from child sexual exploitation, domestic abuse, or people taking advantage of a physical or mental disability.

These people may be at risk of abuse or neglect due to the actions (or lack of action) of another person. In these cases, licensed businesses can help identify people at risk and put steps in place to help prevent abuse or neglect.

### **These are the recognised forms of adult and child abuse**

- **Physical Abuse:** Non-accidental harm to the body. It can range from physical injuries such as hitting, pushing, wounding etc. to things such as misuse of medication, inappropriate use of restraint and dehydration/malnutrition.
- **Domestic Violence:** Physical, sexual, psychological or financial violence that takes place within an intimate or family-type relationship and forms a pattern of cohesive and controlling behavior'. Many people think that Domestic Abuse perpetrators are male, however it is estimated that over 25% of Domestic Abuse victims are male. Domestic Abuse also takes place in same-sex relationships, so be open-minded as to who could be a victim.
- **Sexual Abuse:** Includes sexual assault or sexual acts which have not been consented to. Also, encompasses rape and non-contact abuse such as sexual harassment or pornography.
- **Child Sexual Exploitation:** This could be a combination of a number of categories of abuse. It can take place anywhere, but often Licensed Premises may be used as a lure for vulnerable children. They may be plied with alcohol and other intoxicants then groomed for the sexual gratification of a number of adults. Things to look out for are the same adult coming to the bar with different children, or the same child coming to the bar with different adults. Inappropriate touching or language, the child looking uncomfortable or nervous in the presence of the adult.

## **Children and Young Adults Visiting the White Lion**

At all times we will comply with the relevant legislation and the conditions set out in our premises license. These specifically relate to the purchase and consumption of alcohol and unaccompanied children including: -

- No unaccompanied child aged 16 or below is allowed in the White Lion.
- Parents (or another responsible adult) must stay and look after their children whilst visiting the pub.
- No child under the age of 16 is allowed in the bar area of the pub after ??????
- It is illegal to sell alcohol to someone under the age of 18 anywhere.
- It is illegal for someone under the age of 18 to buy or attempt to buy alcohol.
- It is illegal for an adult to buy or attempt to buy alcohol on behalf of someone under the age of 18.
- It is illegal for an adult to buy alcohol for someone under the age of 18 for consumption on licensed premises, save except where this is the purchase of beer, wine or cider to be drunk by a 16 or 17 year old with a table meal where they are accompanied by an adult.
- It is illegal for an adult to buy spirits for a 16 or 17 year old even if this is with a table meal and they are accompanied by an adult.
- It is illegal for someone under the age of 18 to drink alcohol in licensed premises, except where they are 16 or 17 years old and accompanied by an adult. In this case, it is legal for them to drink, but not buy beer, wine, and cider with a table meal.

All staff will be trained and made aware of the age verification policy Any difficult decisions made by staff not to serve a customer alcohol or to permit entry will be supported by their manager and/or the management committee.

## **Staff Protection**

The management committee is committed to the safety and wellbeing of staff. Any verbal or physical abuse between staff or from customers will not be tolerated. Inappropriate comments of a sexual nature will also not be tolerated. Alcohol can sometimes make people more likely to behave aggressively or make unacceptable comments. Dependent on the severity of the abuse or the frequency of the abuse from an individual, the Pub Manager will take necessary action which may include dismissal (staff) or being temporarily/permanently banned from visiting the White Lion.

All such actions will be reported to the Safeguarding lead on the Management Committee.

## Raising Concerns

The Management Committee will appoint a committee member to take the lead on safeguarding matters, this person will also be the contact for whistleblowing.

All incidents and concerns will be notified by the Pub Manager to the Management Committee lead for safeguarding. The Manger will make a record of the time, date and details of the incident.

In the first instance staff should report any safeguarding concern they may have to the Pub Manager who will agree with the safeguarding lead the appropriate action. This may include referral to statutory agencies e.g. Social Service or the Police.

Any concerns raised by Staff will be dealt with in a sensitive, non-discriminatory, and confidential nature. The Name and contact details of the designated safeguarding/whistleblowing lead on the management committee will be included in the Staff Handbook

This policy will be displayed on our website and will be included in the staff handbook and training.

This policy and the procedures for safeguarding children and adults at risk will be subject to a process of ongoing monitoring and evaluation and reviewed at least annually by the management committee.

Approved Date: 9<sup>th</sup> October 2023

Review Date: March 2025

**NOTE:** *This policy has been prepared taking account of relevant guidance and legislation relating to safeguarding and through research on various websites of similar organisations. Whilst we are registered as a Community Benefit Society rather than a charity the Charity Commissions guidance is a good source for more detailed explanation and advice.*

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>