The Hull Community Pub Society Limited (the Society)

SAFEGUARDING POLICY

1. Purpose and Scope

The Society is committed to ensuring the safety and well-being of all customers, staff, volunteers, and particularly vulnerable individuals who may visit the premises.

This policy applies to all Directors, staff, and volunteers working at the Society's pub.

The following principles underpin this policy.

- the welfare of children and adults at risk is paramount
- all children and adults at risk, without exception, have the right to protection from abuse regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation .
- 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).
- 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.

This policy is designed to be consistent with the four objectives of licensing law:

- the prevention of crime and disorder
- public safety
- the prevention of public nuisance
- the protection of children from harm

This policy also aligns with the following government statutory guidance:

- Working Together to Safeguard Children (updated March 2026)
- Domestic Abuse Act 2021
- Modern Slavery Act 2015

2. 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, modern slavery, 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/malnourishment.
- **Domestic Abuse:** Physical, sexual, psychological or financial/economic abuse that takes place within an intimate or family-type relationship and forms a pattern of coercive and controlling behaviour. Many people think that Domestic Abuse perpetrators are male, however it is estimated that over 25% of Domestic Abuse victims are female. 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.
- **Modern Slavery:** This involves treating a person as a commodity and exploiting them for gain through control, deception, abuse or taking advantage of someone's vulnerability. Again, the individual may be plied with alcohol and other intoxicants to enable their compliance.

3. Responsibilities

The Society will appoint a **Designated Safeguarding Lead (DSL)** and Deputy responsible for overseeing safeguarding matters.

All staff, board members and volunteers must:

- Complete safeguarding training, on beginning in the role and every two years thereafter.

  National Pubwatch provides online guidance through the 'Good Practice Pub' portal which supports licensed premises to recognise different safeguarding scenarios: https://nationalpubwatch.org.uk/good-practice-pub/

  Hull City Council provides safeguarding training: https://www.hull.gov.uk/LearningandDevelopment/directory/1/learning-and-

development-courses/category/21

- Report any safeguarding concerns concerns to the DSL or deputy immediately

4. Recognising and Reporting Concerns

Safeguarding concerns include but are not limited to physical abuse, sexual abuse, domestic violence, neglect, modern slavery and child sexual exploitation.

Alcohol consumption can make individuals more vulnerable to abuse or exploitation, particularly in a licensed premises setting. Staff should be aware of the risks and report concerns promptly.

Any safeguarding concerns should be reported to the DSL or deputy. In urgent cases where immediate action is required, concerns should be reported directly to local safeguarding authorities or the police.

5. Safer Recruitment

Any staff or volunteers working with vulnerable individuals may be subject to background checks (DBS) where applicable.

6. Conduct of Staff and Volunteers

Staff and volunteers must:

- Treat all individuals with dignity and respect
- Never be alone in a private setting with a child or vulnerable adult
- Report inappropriate behaviour or concerns immediately
- Follow all legal requirements regarding the sale and consumption of alcohol by minors

7. Children and Young Adults Visiting The New Clarence

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

- No unaccompanied children under 16 on the premises
- No sale of alcohol to individuals under 18
- No adult purchasing alcohol for an underage individual (except legal exceptions for 16-17 year-olds consuming beer, wine, or cider with a table meal and an accompanying adult)
- No children under the age of 16 are allowed in the bar area of the pub after 7.30pm

8. Staff Protection

Staff members, including those under 18, must be protected from verbal and physical abuse by customers or colleagues.

Any incidents of abuse, aggression, or inappropriate behaviour towards staff will be reported to the Bar Manager and may result in bans from the premises.

9. Responding to Disclosures

If a safeguarding concern is disclosed:

- Listen carefully and do not judge
- Do not promise confidentiality
- Report the concern to the DSL or deputy as soon as possible

Any safeguarding disclosure must be written down and stored securely in line with the Data Protection and Privacy Policy, with the understanding that these records may be accessed to support any safeguarding measures taken and potentially used as evidence in any legal proceedings.

10. Raising Concerns

The Society will appoint a Designated Safeguarding Lead and Deputy on the Board of Directors, who will oversee whistleblowing concerns.

10.2 All safeguarding incidents must be recorded in writing, including date, time, and details of the concern and must be stored securely in line with the Data Protection and Privacy Policy. This record must be submitted to the Designated Safeguarding Lead or Deputy who will promptly initiate action by following Hull City Council's safeguarding procedures: https://www.hull.gov.uk/safeguarding

Date Approved: February 2025
Review Date: 13th September 2026
Next Review Date: September 2027

Designated Safeguarding Lead (DSL): Daren Hale
Designated Safeguarding Deputy: Sarita Robinson