Safeguarding, Health & Safety

Health, Safety, Hygiene and Safeguarding rule are there to protect everyone - Comply.

If anyone, of any age, ability, or disability, repeatedly behaves in a way that is Offensive; Bullying; Harassing; Disrespectful; Sexist; Racist; Controlling; Manipulative; Dangerous (Health & Safety/Hygiene), Lying/Dishonest/Misinforming or in any other way Abusive, we ask them first to stop and then seek to convince them it is in their best interest to stop.

If their behaviour is persistent and they do not respect being asked to stop (or argue back at Volunteers &/or Trustees) we then warn them that we may ask them to leave and that if the conduct is persistent, they may be excluded (Thankfully, this is rare).

If an argument ensues, voices are raised (or noise levels drown out our requests), volunteers are entitled to 'shout' the requirement as a final attempt to get people to comply with any Health, Safety, Hygiene & Safeguarding requests before asking the person to leave.

Asking, and then 'forcefully' telling a person to leave (because of their behaviour) is a last resort and is not abusive. This is the final stage in protecting the wellbeing of others and is also in their own longer-term interest (Safeguarding, Health & Safety, Health & Hygiene requirements).

This approach is preferable to seeking to get people to leave the Centre prematurely. Volunteer have been hit trying to do this. The alternative is to call the police, which may have to be the preferred way to act if these refusals and behaviours continue.

So, we will continue to seek to maintain a Safe environment and will do all we can to ensure Safeguarding, Health & Safety, Health & Hygiene and Emergency Measure are in place and adhered to. If that requires raised voices by volunteer, then so be it.

The alternative is to stop the behaviour or quietly leave and come back another day when things have cooled down. You see, Safeguarding is the responsibility of 'Everyone', including members and visitors avoiding these behaviours and identifying them.

Volunteers do not have to put up with abuse from members, visitors, or even other Volunteers, when asked to comply with simple but important rules that we all must follow. Volunteers are required to comply with these rules also.

If the Centre and its Volunteers continue to get these abusive and mischievous accusations, we may have to call the police to deal with anyone who breaks these rules, refuses to comply with reasonable requests (or refuses to leave having failed to do so). This may result in some services being stopped.

We will have to explain to the Police why we have had to resort to these measures and had to bother them. This may mean that it will be seen that it is not possible to keep the environment safe and the Moaners and Whiners will have won. It is all up to you.

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