

# SAFEGUARDING STAFF AND MANAGING SAFEGUARDING RELATED ALLEGATIONS POLICY

## REPORT OF THE CHIEF FIRE OFFICER



For Approval

### 1. PURPOSE OF REPORT

- 1.1 To seek approval for the Authority's Safeguarding of Staff and Managing Safeguarding Related Allegations Policy, attached as Appendix 1.

### 2. RECOMMENDATION

- 2.1 To approve the Authority's Safeguarding of Staff and Managing Safeguarding Related Allegations Policy, attached as Appendix 1.

### 3. BACKGROUND

- 3.1 In July 2023, the National Fire Chiefs Council (NFCC) consulted on three staff related guidance documents. These were:
  - Managing allegations guidance;
  - Positive disclosure risk assessment guidance
  - Joint guidance on DBS eligibility checks for fire and rescue authorities.
- 3.2 The Brigade submitted a response to the NFCC consultation and provided feedback on each of the three pieces of guidance, which were then published in the Autumn of 2023.
- 3.3 The publication of the His Majesty's Inspectorate Constabulary and Fire and Rescue Services (HMICFRS) Spotlight Report: Values and Culture in Fire & Rescue Services highlights key safeguarding responsibilities through its recommendations, including the management of allegations against staff and people who work on behalf of the organisation.

### 4. SAFEGUARDING STAFF AND MANAGING SAFEGUARDING RELATED ALLEGATIONS POLICY AND PROCEDURE

- 4.1 The revised Safeguarding Staff and Managing Safeguarding Related Allegations. Policy and Procedure is attached as Appendix 1.

- 4.2 The Safeguarding of Staff and Managing Safeguarding Related Allegations Policy and Procedure has been developed closely aligned to the specific processes and terminology described in the NFCC managing allegations guidance, published in July 2023. In addition to this, the procedure for when staff may have a safeguarding related concern about one of their work colleagues is aligned to the established Brigade procedures for safeguarding adults throughout the communities of Cleveland.
- 4.3 Furthermore, the Safeguarding of Staff and Managing Safeguarding Related Allegations Policy and Procedure supports compliance with the national safeguarding fire standard and the application of the Disclosure Barring Service (DBS) checks, introduced into the organisation in April 2024.
- 4.4 The policy statement (section 1.1) describes that Cleveland Fire Authority is committed to maintaining a workplace that upholds the highest standards of integrity, professionalism and ethical conduct, and the commitment to protect local communities through the Brigade's strategic goal of safer, stronger communities.
- 4.5 The scope of the policy is described in section 1.3. It applies to all members of staff throughout the organisation and to people who work for, or on behalf of, the organisation such as volunteers and those commissioned to work on behalf of the Brigade.
- 4.6 The role of the Authority is described at section 2.1.
- 4.7 The Fire Brigade's Union and UNISON have both been consulted on this policy and procedure and to date no issues have been raised.
- 4.8 An equality impact assessment has been undertaken on the implementation of this and no issues have been identified that would negatively impact any protected characteristic group.

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