

Protection of Vulnerable Groups (PVG) Policy

Health and Social Care Standards:

3.20 I am protected from harm, neglect, abuse, bullying and exploitation by people who have a clear understanding of their responsibilities.

4.19 I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes.

4.24 I am confident that people who support and care for me have been appropriately and safely recruited.

Prior to confirming a start date, all individuals fulfilling a vacancy or role must fill in the relevant PVG form, which will be countersigned by an authorised member of the staff, who will then send the form into Disclosure Scotland to be checked. A start date will only be generated **after** receiving the PVG certificate back and the individual has been confirmed as safe to work on site.

If the application to join the PVG scheme is denied, the candidate will be unable to work with Stramash as per Stramash's stance on Protecting Vulnerable Groups and the Child Protection Policy.

Stramash will, under no circumstances, accept a volunteer or staff member to work on site with the children if they have not got a valid PVG for their Stramash role - This is in accordance with current legislation, ***Protection of Vulnerable Groups (Scotland) Act*** (2007)¹ and guidance from the Care Inspectorate, Safer Recruitment through Better Recruitment (2016)²

Volunteers working with Stramash are treated in the same way as paid staff and any volunteers without a PVG scheme record or a relevant Disclosure Scotland certificate **will not** be able to carry out their volunteer work with Stramash until their PVG scheme record has been updated.

Stramash volunteers and employees must **update their PVG every 3 years** to ensure an up-to-date record is kept concerning any convictions or otherwise. As Disclosure Scotland will continually check individual's suitability to continue working with children or protected adults, if it is found that new information means someone might have become unsuitable to work with children or protected adults, Disclosure Scotland will make a report to Stramash (through Kate Hunter).

¹ [Protection of Vulnerable Groups \(Scotland\) Act 2007](#)

² [Safer recruitment Through Better Recruitment \(2016\) Care Inspectorate](#)

PVG Records returned to Stramash for all sites shall be kept in a secure storage at Oban. Individuals should keep their own records. There should be no PVG records kept on individual sites due to the personal information kept on PVG records.