



Raising awareness of  
safeguarding when working with  
volunteers -

Focus on 16-18 year olds and those  
affected by mental health

Session 3: Safeguarding in practice and  
addressing myths and barriers

# What we will be covering:



- ▶ **Course One:** Current legislation around safeguarding youths and young adults. Being aware of risks and preventative factors and myths around safeguarding, particularly around mental health.
- ▶ **Course Two:** Signs to look out for, red flags within young adults and those affected by mental health.
- ▶ **Course Three:** Looking at how safeguarding will look day-to-day and addressing myths around safeguarding young adults and those affected by mental health.

# General Housekeeping...

- ▶ We will be covering Legislation and documents around Safeguarding within this session.
- ▶ This is just an introduction to safeguarding - please remember we are not here to diagnose. It is our job to 'safeguard' and refer if necessary.
- ▶ Please use the chat on the right hand side to introduce yourself and where you are from.
- ▶ If you have any questions throughout, please pop your hand up.
- ▶ We will do breakout rooms to allow you to share ideas and good practice.
- ▶ Please be mindful that certain areas of safeguarding will be discussed, everything shared is strictly confidential.
- ▶ All slides will be sent out at the end so no pressure to have to take notes.



# Benefits of young adults volunteering:

Can you think of the potential benefits working with young adults?



# Benefits of young adults volunteering:

Can you think of the potential benefits working with young adults?

Enables them to feel a part of their community

Able to bring new and exciting ideas!



Sends a positive message locally about your group

Aids personal development helping to raise aspirations

Influencing minds for the future

Helps enhance their skills and career prospects

# Benefits of young adults volunteering:

- ▶ Many age 16 - 17 year olds find it really difficult to find an organisation that is willing to take them on, so if you are wondering how you can broaden your volunteer recruitment drive, then you may wish to consider the following points.
- ▶ There is no legal reason why a young people age 16 and 17 years cannot volunteer, however children are classed as a 'vulnerable group', so any organisation who takes on young volunteers must be careful to protect them. Legally a child is defined as someone who is under 18 years old, or under 16 if employed.



# How safeguarding will look on the ground:



# How safeguarding will look on the ground:

Believe it or not you all already Safeguard! 😊





# How safeguarding will look on the ground:

Can you suggest examples of safeguarding day-to-day....

# How safeguarding will look on the ground:

## Some examples include...

Asking a friend if they are 'ok?'

Driving on the left side of the road.

Advised a little one to step away from the edge of the pond.

Fed your children/grandchildren Breakfast.

Popped a seatbelt on

Popped a coat and shoes on - yourself or others.

Advised a little one to step away from the edge of the pond.

ALL examples of how we safeguard every single day!

# How safeguarding will look on the ground:

What are the indicators that someone may be at risk of, or experiencing harm?

- ▶ Changes to someone's appearance, behaviour or routines
- ▶ Weight gain or loss
- ▶ Appearing frightened in the presence of certain people
- ▶ Unexplained lack of money or inability to maintain lifestyle
- ▶ Appearing withdrawn and isolated
- ▶ Unexplained marks/ bruising to the body

# How safeguarding will look on the ground:

What are the indicators that someone may be at risk of, or experiencing harm?

- ▶ Changes to someone's appearance, behaviour or routines
- ▶ Weight gain or loss
- ▶ Appearing frightened in the presence of certain people
- ▶ Unexplained lack of money or inability to maintain lifestyle
- ▶ Appearing withdrawn and isolated
- ▶ Unexplained marks/ bruising to the body

Can you think of any more not mentioned?

# How safeguarding will look on the ground:

What are the indicators that someone may be at risk of, or experiencing harm?

- ▶ Changes to someone's appearance, behaviour or routines
- ▶ Weight gain or loss
- ▶ Appearing frightened in the presence of certain people
- ▶ Unexplained lack of money or inability to maintain lifestyle
- ▶ Appearing withdrawn and isolated
- ▶ Unexplained marks/ bruising to the body


When working with those with mental health we need to remain extra vigilant.

# Putting Safeguarding in practice

- ▶ Having someone to lead on safeguarding within your organisation (DSL - Designated Safeguarding Lead) - there are relevant trainings you can tap into if want to further. Having a first port of call when you have concerns is crucial. Depending on the size of your organisation, weekly/monthly chats to catch up are ideal!
- ▶ Document ALL safeguarding concerns. There are systems you can look into e.g. CPOMS however, an online log helps create a portfolio of information if for any reason things need to be forwarded.
- ▶ Ensure all staff are aware of confidentiality and that volunteers are briefed on safeguarding and the need to share information out if for any reason you are concerned they are at any risk.



# Safeguarding those affected by Mental Health

 Office of the  
Public Guardian

## The 5 Principles of the Mental Capacity Act 2005

- 1** Everyone has the right to make their own decisions and has mental capacity unless proven otherwise.
- 2** All practical help must be given before someone is treated as not being able to make their own decisions.
- 3** People have the right to make decisions others might regard as eccentric or unwise. This isn't a reason for lack of capacity.
- 4** Anything done on behalf of someone who lacks mental capacity must be done in their best interests.
- 5** Decisions shouldn't restrict the freedom of someone lacking mental capacity more than is necessary.

# Safeguarding those affected by *Mental Health*

- ▶ It is recommended that you have a list of volunteers that are ‘higher risk’, those that you believe need to be focused on more so on a regular basis due to outside factors. Those affected by Mental Health would need to be on this list.
- ▶ During your conversations, you would discuss those on your ‘higher risk’ list to ensure everything is being done to safeguard their health and wellbeing.

# Ensuring no one is left behind

- ▶ You might want to consider, when working with those that may be vulnerable or at risk, people are assigned volunteers to focus on. I recommend this as good practice as this will allow you to ensure those certain individuals are your main priority and no one is ever missed. Also, have something in place whenever someone is off sick; that these individuals do not get missed.
- ▶ It would be beneficial, any volunteers affected by mental health, from any chats and updates are documented and logged and parents and guardians (if applicable) are being informed.

# Engaging Young volunteers with Mental Health

## Meeting with Mark Johnson at the Bassetlaw Hospital Shop from the Royal Voluntary Service

Question: What are the benefits of having young volunteers?

*'It is great for them to engage with the general public and develop their skills; helps give them an insight into the working world! Promotes inclusion, new skills for retail. There is also potential for them to complete training which also in turn, benefits them.'*



# Engaging Young volunteers with Mental Health

## Meeting with Mark Johnson at the Bassetlaw Hospital Shop from the Royal Voluntary Service

Question: Do you find having young volunteers and those affected with Mental Health additionally challenging?

*'Not at all! We have had lots of young volunteers within the Hospital shop and they were actually teaching us new skills on the computer! As long as your following the correct policies and procedures it is no additional burden. When they are actually putting themselves forward to volunteer you have a different type of volunteer attending, they want to be there and want to learn.'*



## Addressing Myths, Myth #1:

‘Young people lack the skills and experience to make a difference.’



**navca**  
local focus national voice



**BCVS**  
Bassetlaw Community and Voluntary Service



# Addressing Myths, Myth #1:

Youth does not mean a lack of skill in anyway. They have a unique ability to inspire, energise and bring new people on board.

Youth volunteers also better placed to build relationships with local young people. Younger people may have fewer years of life experience, but they have other skills on their side: new perspectives, different passions, energy and drive to influence the future of their world.



## Addressing Myths, Myth #2:

‘Young people will take up extra time and responsibility especially in terms of safeguarding. It will be an extra workload and burden!’



# Addressing Myths, Myth #2:

Safeguarding is something that should be happening at any age and any time within any group or organisation. Being young adults will not require any additional workload or burden upon you as staff. Remember you are not there to diagnose or intervene, you are there to support, recognise and sign-post. You may find you are already doing all the above!



## Addressing Myths, Myth #3:

‘They will not be interested in the sessions and likely to misbehave, not follow the group organisation etc. Would result in further safeguarding.’





# Addressing Myths, Myth #3:

## ► Cited from The Guardian ‘How-to guide: embracing young volunteers’:

“If charities don't support young volunteers, then we are not safeguarding our own futures by supporting the next generation of volunteers and, more importantly, we're missing out on all the benefits that young volunteers can bring to our organisations.”



# Addressing Myths, Myth #4:

‘Younger volunteers = more safeguarding concerns!’





# Addressing Myths, Myth #4:

Not necessarily! Safeguarding concerns abuse/neglect happens at all ages. Adults are less likely to share problems they have and are able to mask their problems more so than young adults and children. We are able to be more aware of problems so in a position to help those who need it.



# Addressing Myths, Myth #5:

‘Those with Mental Health may struggle.’



## Addressing Myths, Myth #5:

Volunteering and the types of activities they will undertake can be hugely beneficial! It can help individuals overcome barriers in terms of their mental wellbeing which can be life changing.



# Addressing Myths, Myth #5: Volunteers perspective...

## Volunteering gave me my life back

Monday, 30 January 2017 Danika

Danika blogs on the benefits of volunteering, and how it helped her recovery.

Suffering three major depressive episodes was not something I thought I'd have experienced at the age of 26. Last year was the worst yet. Stress from work led to psychosis and psychosis led to severe depression and suicide attempts. I spent three months in hospital. When you've felt so low that taking your own life seems like your only choice, it's so important to have a purpose. After receiving lifesaving treatment, I started to try and rebuild my life. This is when a Mind charity shop saved me.

"Come in for a cup of tea, a biscuit and have a laugh" they said.

Little did I know that walking past the charity shop one rainy day in Hove and deciding to enquire about volunteering would see the dark clouds above me fade away and bring new light into my life. Not only have I made a difference to people's lives, I have also made lots of new friends and built my own confidence as well. The atmosphere in Mind has made it one of the best places I've worked. All the people - the managers, the volunteers and the customers - are awesome! Everybody comes with their own story and reasons for volunteering but one thing is certain, you can't beat the passion and positive vibes. I absolutely love volunteering there; it's given me my smile back.

# Addressing Myths, Myth #5: Volunteers perspective...

## Volunteering gave me my life back

Monday, 30 January 2017

Danika

Danika blogs on the benefits of volunteering, and how it helped her recovery.

Due to my own personal experiences of mental illness, volunteering for Mind was first choice. I think lots of people must have thought the same as many of the volunteers have lived experience of mental health too. This is a great thing as it means I've not experienced any stigma or discrimination. It's so good to work in a place where there is a mutual understanding - where everyone is supportive and respectful of each other's conditions.

I have given 50 hours of my time so far working in store and I've gained so many new skills from doing so. The diversity of jobs means there is something for everyone. You could be sorting and hanging donations, or steaming and tagging clothes, or arranging the shop floor and serving customers, the jobs are endless. If there's something you can make or create, the shop can give you a platform to share it with a wider audience as well. I've baked cakes and painted pet portraits to sell in the shop, and I've also done car boot sales, all in aid of Mind. The paint on my hands, the clothes on the floor and the flour all over the kitchen has never felt so good.

"Volunteering opens so many more doors..."



# Addressing Myths, Myth #5: Volunteers perspective...

## Volunteering gave me my life back

Monday, 30 January 2017 Danika

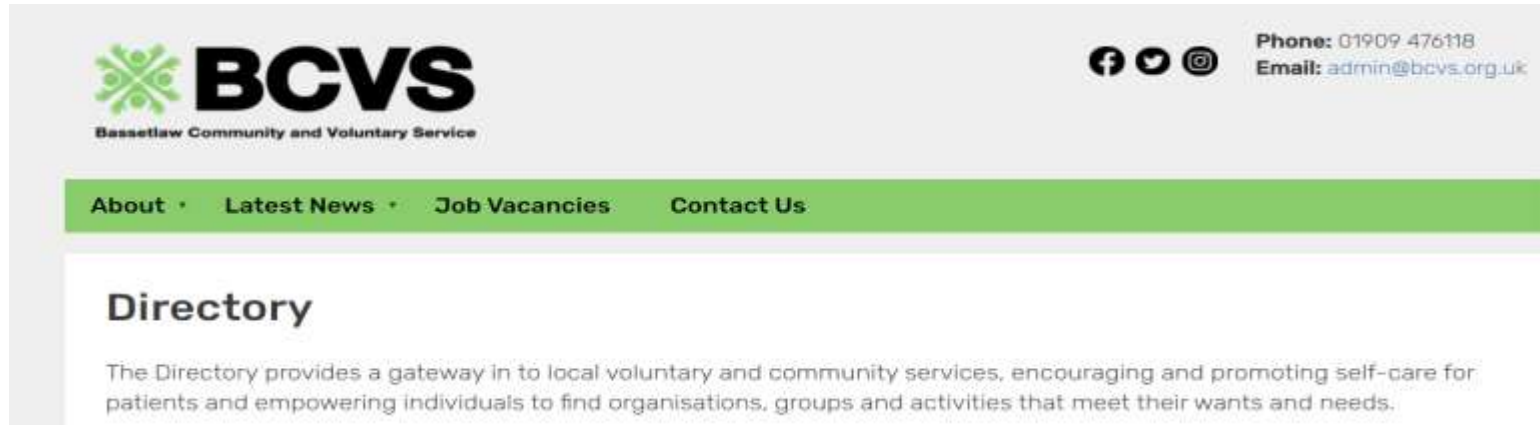
Danika blogs on the benefits of volunteering, and how it helped her recovery.



Recovering from a major illness is not easy, but volunteering for Mind has played a massive part in giving me my life back. It gave me a purpose. I now feel confident and well enough to go back into paid employment and broaden my skills through other volunteering opportunities. I will soon be starting a new role, for Mind in Brighton and Hove, as Advice and Information Volunteer to help others fighting the battle.

Signing up to throw myself out of an aeroplane from 15,000 feet is something else I have Mind to thank for. If I had not decided to volunteer in the Mind shop, I wouldn't have seen the poster advertising the skydive and I would not have raised over £1,500 so far. Working at Mind has given me a chance to set goals, have something to look forward to and most importantly given me back a sense of achievement. Volunteering for Mind is such a worthwhile and irreplaceable experience; I would thoroughly recommend it to anybody thinking of doing it.

# Engaging Young volunteers with Mental Health



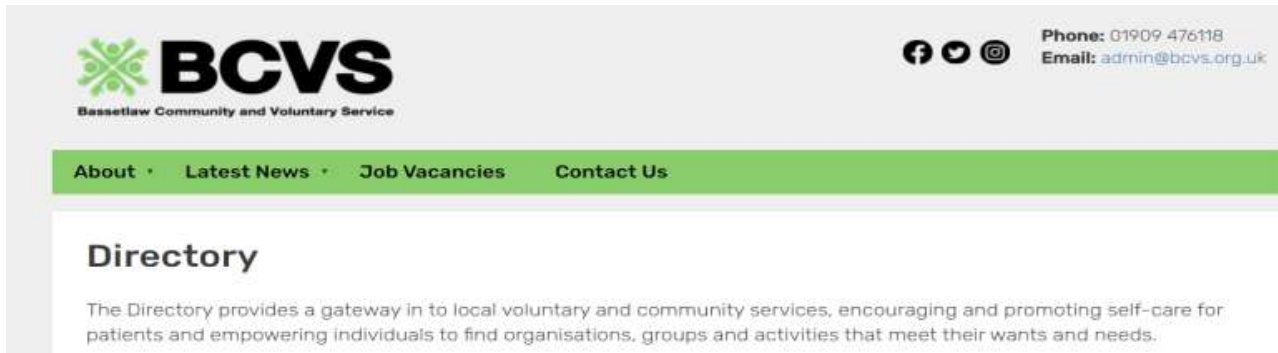
## Meeting with Joanne Myatt from the Royal Voluntary Service

Question: What are the benefits of having young volunteers?

*'We embrace all young adult volunteers. We welcome those from the age of 16, we are finding there are a lot of young volunteers wanting to get involved which is great. We personally find they are eager and wanting to be involved actively which is great for us!'*



# Engaging Young volunteers with Mental Health



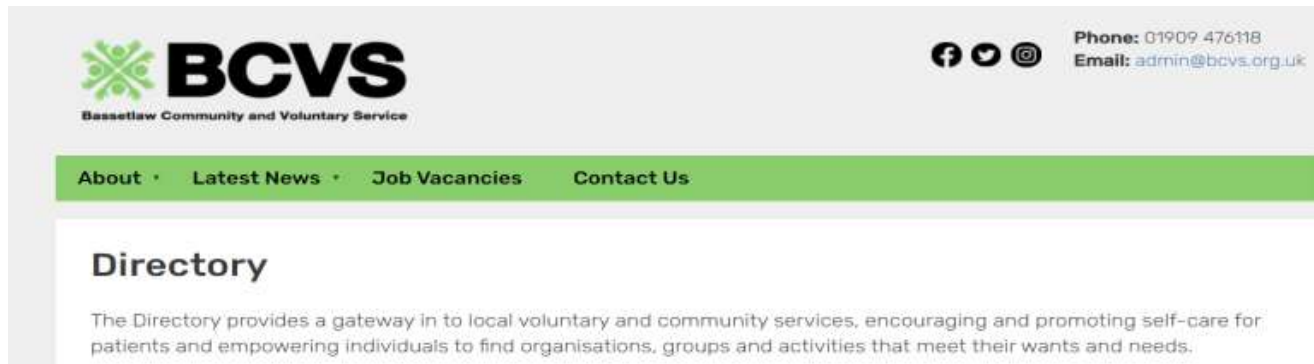
## Meeting with Joanne Myatt from the Royal Voluntary Service

Question: Do you find having volunteers from 18+ who are affected with Mental Health additionally challenging?

*'We currently have volunteers affected with mental health and there is nothing we do differently. All we are is more aware of their specific needs....just checking on them more regularly than you would others for example.'*

*Generally those with mental health you will find are well supported outside of your organisation with charities, organisations, family, friends etc. For example, MIND Nottinghamshire run groups and courses. I think if they weren't aware of these, we would just ensure to signpost volunteers to support out there.'*

# Engaging Young volunteers with Mental Health



## Meeting with Joanne Myatt from the Royal Voluntary Service

Question: Do you think those affected with mental health benefit from volunteering.

*‘ I definitely think so. I think for those who are affected by mental health volunteering it is the fact of knowing there is someone else there to support them. Someone else in their life who is open, tolerant and approachable that will make such a huge difference. ’*

## Your next steps ...

Now that you have completed the session, please let us know in the chat area one thing that you have learnt today that you will take back and implement in your organisation.

# Evaluation

Please complete our short evaluation form on how you have found this session.

Being able to measure the success of funded sessions like this one will give us more opportunities to be able to do more.

You can either scan this QR code to take you to the Form, or you can use the link, which we will put In the chat comments for you.



# Links of relevant websites:

- ▶ BCVS

<https://www.bcvs.org.uk/>

- ▶ Mental Capacity Act

<https://www.legislation.gov.uk/ukpga/2005/9/contents>

- ▶ Royal Voluntary Service

<https://www.royalvoluntaryservice.org.uk/>

# Special thanks to NAVCA

Special thanks to NAVCA for working in collaboration with BCVS to make this safeguarding training possible.