**Safeguarding Policy**

Introduction

The Thinker Hub CIC is committed to safeguarding the welfare of all individuals who come into contact with our services, including children, young people, and vulnerable adults. We believe that everyone has the right to be safe and protected from harm, exploitation, abuse, or neglect. Our safeguarding policy sets out our commitment to promoting the welfare of all individuals and providing a safe environment for them to learn, develop, and achieve their potential.

Scope

This policy applies to all employees, volunteers, trustees, contractors, and partners working for or on behalf of The Thinker Hub CIC. It also covers anyone who may come into contact with our services, including children, young people, and vulnerable adults.

Policy Statement

The Thinker Hub CIC will take all necessary steps to protect the welfare of all individuals who come into contact with our services. We will ensure that they are treated with respect, dignity, and sensitivity, and that their rights are upheld at all times.

The Thinker Hub CIC will provide a safe and secure environment for all individuals who use our services. We will ensure that our premises are safe and free from hazards, and that our staff are trained to recognize and respond appropriately to any safeguarding concerns.

The Thinker Hub CIC will ensure that all staff and volunteers who work with children, young people, and vulnerable adults are appropriately trained and vetted. We will conduct rigorous recruitment checks, including DBS checks, and provide ongoing training and support to our staff and volunteers.

The Thinker Hub CIC will take all necessary steps to identify and respond to safeguarding concerns promptly and effectively. We will ensure that all staff and volunteers are aware of their responsibilities to report any concerns, and that appropriate action is taken in line with our safeguarding procedures.

The Thinker Hub CIC will work in partnership with other agencies and organizations to promote the welfare of all individuals who use our services. We will share information and work collaboratively to ensure that safeguarding concerns are identified and addressed in a timely and effective manner.

The Thinker Hub CIC will review and update our safeguarding policy and procedures regularly to ensure that they reflect best practice and comply with relevant legislation and guidance.

The Thinker Hub CIC will ensure that all individuals who use our services are aware of their rights and are able to make informed choices about their care and support. We will promote a culture of openness and transparency and encourage feedback and suggestions for improvement.

The Thinker Hub CIC will ensure that all individuals who use our services have access to appropriate support and advocacy services. We will provide information and signposting to relevant services and work with other agencies to ensure that individuals receive the support they need to protect their welfare.

Implementation

The safeguarding policy will be implemented through the following procedures:

* Recruitment and vetting procedures for staff and volunteers
* Training and support for staff and volunteers
* Reporting and responding to safeguarding concerns
* Sharing information and working in partnership with other agencies and organizations
* Reviewing and updating the safeguarding policy and procedures regularly
* Promoting a culture of openness and transparency

Conclusion

The Thinker Hub CIC is committed to promoting the welfare of all individuals who come into contact with our services. We will take all necessary steps to protect their safety, dignity, and rights, and ensure that they receive the support they need to achieve their potential. Our safeguarding policy and procedures reflect our commitment to providing a safe and secure environment for all individuals who use our services.