

# Safeguarding Vulnerable Persons Policy

## 1. Introduction:

Asterion Academy CIC acknowledges its duty to safeguard the welfare of all vulnerable individuals engaged with our services, including young people, young adults, adults, and particularly those who are vulnerable. We are dedicated to fostering an environment where the rights, dignity, and individuality of each person are respected and protected.

## 2. Policy Statement:

This policy outlines our commitment to ensuring the safety and well-being of vulnerable persons. It applies to all staff, volunteers, and anyone acting on behalf of Asterion Academy CIC.

## 3. Scope:

This policy encompasses our interactions with all vulnerable persons—those who may be unable to protect themselves against harm or exploitation due to age, disability, or circumstance.

## 4. Principles:

- a. Respect and Dignity: We uphold the inherent dignity and worth of every individual, ensuring their well-being and autonomy are prioritized.
- b. Zero Tolerance for Abuse: We adopt a zero-tolerance approach to any form of abuse, neglect, or exploitation.
- c. Empowerment: We support the empowerment of vulnerable persons by actively involving them in decisions that affect their lives.
- d. Confidentiality: Confidentiality is maintained rigorously, with information disclosed only when necessary to protect an individual's safety.

## 5. Responsibilities:

- a. Leadership Commitment: Our leadership is committed to the effective implementation and enforcement of this policy.
- b. Staff and Volunteer Training: Comprehensive training is provided to recognize, respond to, and report safeguarding issues.
- c. Clear Reporting Procedures: Defined protocols are in place for reporting and managing safeguarding concerns.

## **6. Identifying Abuse and Neglect:**

- a. Awareness and Recognition: Our team is trained to identify signs of abuse or neglect across physical, emotional, sexual, and financial domains.
- b. Proactive Measures: We address potential risk factors proactively to prevent abuse or neglect.

## **7. Responding to Safeguarding Concerns:**

- a. Immediate Action: Immediate steps are taken to ensure the safety of any vulnerable person at risk.
- b. Investigating Concerns: All reports are thoroughly investigated with respect for the affected individual's dignity and privacy.

## **8. Recruitment and Training:**

- a. Safe Recruitment Practices: We employ stringent screening, including background checks, for all staff and volunteers.
- b. Continuous Professional Development: Ongoing training ensures our team remains knowledgeable and skilled.

## **9. Working with External Agencies:**

We collaborate with external agencies to secure the best outcomes for vulnerable persons.

## **10. Policy Review and Improvement:**

- a. Regular Review: This policy is reviewed annually or after significant legislative or organizational changes.
- b. Feedback and Adaptation: Feedback from our staff, volunteers, and clients is crucial for continual improvement.

## **11. Allegations Against Staff or Volunteers:**

- a. Clear Procedures: Allegations are addressed with strict and fair procedures to ensure thorough investigation and resolution.

## **Contact Details**

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