

## **THE LINKS CENTRE 2030 CIC**

### **CHILDREN AND VULNERABLE PERSONS SAFEGUARDING POLICY**

The Links Centre 2030 CIC organisation fully recognises its duty of care to safeguard and promote the welfare of all children, young people and vulnerable people within its organisation and as participants within its projects and programmes.

#### **STATEMENT OF INTENT**

The Directors and all involved with the organisation on a full time, part time or volunteer/partnership/provider basis are all deeply committed to safeguarding practices that reflect the organisation's statutory responsibilities, national and local government guidance and published best practice.

We firmly recognise that the welfare of those participants in our programmes and projects is paramount in all the work that we do, and in all the decisions that we take.

All children, young persons, vulnerable participants, as well as staff members and volunteers/partners/providers – regardless of age, disability, gender assignment or reassignment, sexual orientation, race, religion or belief – have an equal right to protection from all types of harm and abuse whilst in our care.

We recognise that within the cadre of participants upon which we focus, some young people or vulnerable adults may be additionally sensitised because of the impact of previous experiences, their level of dependency, their ability to communicate, or other underlying issues.

We aim always to work in a sense of partnership with the young people involved, along with their parents and carers or other agencies, with responsibility for these young persons' welfare, to ensure that their wishes and concerns are fully considered.

#### **SAFEGUARDING AIMS**

The Links Centre 2030 CIC will always :-

1. Protect children and young or vulnerable people who participate in our services from abuse, whilst within the operations of the organisation.
2. Brief, and where appropriate, train all staff and volunteers, as well as the young persons and their families, in the fundamental principles that guide our approach to safeguarding protection, and we will ensure that partners and providers working with us toward our aims have in place similarly effective approaches and policies towards safeguarding practices.
3. Maintain and publicise processes for receiving, recording and reviewing any and all complaints of a safeguarding nature, taking the participant's perspective as predominant in any investigation.

4. Address without delay any alleged failure to comply with this policy and related procedures, including any necessary internal or independent investigation, which may lead ultimately to disciplinary action or dismissal / exclusion from the organisation's activities, and if relevant, reporting to the Police and/or other statutory authority any perpetrator found responsible for such an offence.

## **THE PREVENT DUTY**

In certain circumstances, The Links Centre 2030 CIC has a duty to identify young or vulnerable persons being drawn into terrorism, radicalisation or extremism, drug crime, or sexual misdemeanour and to take steps to protect them and to inform the relevant authorities where appropriate.

## **WHISTLE BLOWING AND COMPLAINTS**

All participants in the organisation's programmes, projects or other work will be informed of the person(s) and contact routes for reporting any concerns of a safeguarding nature. Such information will be regarded as strictly confidential and the informant's identity will be protected as far as legally practicable.

## **RECORDING**

A written record will be kept about any issue raised either formally or informally regarding any persons within our care, concerning a safeguarding issue. This will include details of the person(s) involved, the nature of the concern, and the action taken, the decisions made and the reason for those decisions and actions.

All such records will be signed and dated, and countersigned by at least one Director of the organisation, and will be stored securely and confidentially in line with the General Data Protection Regulations (GDPR) and with full respect to the personal and confidential information kept within them.

The Directors will annually review all such records to ensure that appropriate follow up action and external reporting where necessary has taken place.

## **SAFE PROVIDER PROCUREMENT AND RECRUITMENT**

The Links Centre 2030 CIC is committed to safe provider procurement, and staff and volunteer recruitment and employment practices, that reduce the risk of harm to young and vulnerable people in its care from people unsuitable to be working with them or having contact with them. Similar care will be taken in the appointment of all Directors, Partners, Advisors, Patrons and Volunteers working in contact with young or vulnerable people.

The three Principal Directors will all maintain their current DBS clearance status.

### **STAFF CONTACT WITH YOUNG OR VULNERABLE PARTICIPANTS**

Contact with all participants will be treated with sensitivity and respect by all involved with them. No contact will be made with participants outside the confines of the programme or project, and no contact details of participants will be held by staff, providers or volunteers for any use beyond the needs of the project or programme itself, including personal mobile numbers, addresses, or social media contact processes.

### **RESPONSIBILITIES**

The full and final responsibility for action and decisions regarding Safeguarding issues within the Links Centre 2030 CIC and its activities, lies with the Principal Directors of the organisation, currently as shown below.

Edward McArdle

William A Donnelly

Mark Haviland

**THE LINKS CENTRE 2030 CIC**

**FINANCIAL POLICY AND ACCOUNTS**