**Safeguarding policy**

Safeguarding is a fundamental part of Silver Slippers work, and this commitment is reflected in the Quality Standards and the values of our Company, which inform and support all our safeguarding activity:

* We are respectful
* We treat others as they would want to be treated
* We are inclusive
* We work together, we are involved, and we consult
* We are solutions-focused
* We ensure that what we do makes a real difference
* We are expert
* We strive to be the best at what we do.
* We are empowering
* We support others to achieve their goals

**Principles**

**Everyone's responsibility** - Everyone at Silver Slippers has a responsibility to keep children and adults who need our support safe from abuse and neglect.

**Prevention** – We will put sensible measures in place to prevent abuse, including the use of safe recruitment practices, promoting safe working practices, and raising awareness of safeguarding.

**Protection** – We will provide policy, procedures, information, and training to enable all the staff to identify and respond appropriately to concerns about abuse.

**Partnership** – we will work in partnership with statutory, regulatory, and other relevant organisations to ensure that safeguarding concerns are responded to appropriately.

**Empowerment** – We will be person-centred and uphold rights in our safeguarding work

**Accountability** - We aim to be transparent in our approaches and recognise the need for continuous learning and improvement.

**Roles and Responsibilities**

**All staff and volunteers**

Every individual working for Silver Slippers, irrespective of their role, has a part to play in safeguarding children and adults who need our support. All staff will undertake training and must familiarise themselves with our Safeguarding Policy and Procedures.

**Trustees**

Silver Slippers trustees approve the Safeguarding Policy and have a duty of care to their charity, which includes taking the necessary steps to safeguard those at risk from abuse, managing risk, and protecting the reputation of the charity.

**Directors**

Directors have a responsibility to ensure that safeguarding is included, where appropriate, in the strategic plans, risk assessments, communications, and quality assurance processes of their Directorate. In some cases, they will be required to make decisions about complex or serious safeguarding concerns, in consultation with the Head of Safeguarding.

**Managers**

Managers are responsible for ensuring that they, and the staff that they supervise, are aware of safeguarding policies and procedures and access to relevant training. They should promote the discussion of safeguarding at team meetings and one-to-one meetings. They may be required to make decisions relating to complex or serious safeguarding concerns and can seek advice from the Head of Safeguarding where required.

**Head of Safeguarding**

The Head of Safeguarding is the Designated Person for Safeguarding at Silver Slippers. They are responsible for developing and quality-assuring safeguarding activity across Silver Slippers and supporting best practices for external stakeholders.

**Silver Slipper**

Silver Slippers will make their arrangements for safeguarding, in partnership with their local Adult and Children's Northamptonshire Safeguarding Boards and under the Silver Slippers Quality Standards for safeguarding.

**Breaches of Policy**

Failure to comply with the safeguarding policy may be managed in some ways, depending on the nature and consequences of any incident. In some cases, a combination of responses may be required.

* Local authority co-ordinated safeguarding investigation
* Police investigation
* Referral to the Disclosure & Barring Service (DBS)
* People & Performance disciplinary process
* Serious incident reporting to the CICAIR
* Internal review or cooperation with an external review

**Associated documents**

* Whistleblowing Policy
* Health and Safety Policy Statements
* Values
* Incident Management Procedures
* 'Putting People First’ Community Interest Company's approach to caring for customers in vulnerable circumstances

**Equality Statement**

Silver Slippers is committed to providing services which embrace diversity and that promote equality of opportunity. Everyone who accesses our services or works for us in a paid or voluntary capacity should be safe, empowered to play a part in promoting their own welfare and that of others, and able to live a life free from abuse. This applies to all, regardless of age, sex, ethnicity, disability, sexuality or belief.

Annually Reviewed

Safeguarding was put together Sep\_2024

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