



Wellbeing at Redbridge Lakes

E: wellbeingcic.contact@gmail.com

A: 1 Salix Lane IG88LY

The organisations Redbridge Lakes Ltd (RLL) and Wellbeing at Redbridge Lakes CIC (the CIC) operate at Salix Lane, IG8 8LY. The organisations share a common policy framework, but remain separate legal entities, independently responsible for the adoption, implementation, monitoring and review of this policy as it applies to their own activities. Schedules identifying organisational responsibility for fulfilling the policy are included.

PREVENT AND SAFEGUARDING

1. PREVENT POLICY STATEMENT

Aims

Prevent is a strand of the Government's counter-terrorism strategy. The purpose of this statement is to explain to everyone connected to RLL and the CIC our position with respect to the safeguarding of staff, volunteers and visitors under the Prevent Duty, under the Counter-Terrorism and Security Act (2015).

RLL & the CIC, its employees, volunteers and Member Organisations¹ have a responsibility via its engagement with people of all ages and from a variety of cultural and ethnic backgrounds, to help prevent individuals from being drawn into terrorism or extreme violence.

Objectives

As part of our approach to Safeguarding, Equality and Diversity and the promotion of fundamental British values, we will:

- Promote fundamental British values by ensuring that there is a culture of openness within our delivery and team and the opportunity for learners to explore what this means to them.
- Challenge segregation, promote cohesion and build learner resilience with the aim of our learners and staff contributing actively to wider society.
- Operate a clear and consistent anti-bullying approach which challenges harassment and discrimination and enables people to feel safe and supported.

¹ Member Organisations are local groups, charities and businesses that use our site to offer a wellbeing service to the community.

- Provide support, advice and guidance for learners and staff who may be at risk of radicalisation. This may include referral to Channel, the process by which multi-agency support is provided to individuals who are at risk of being drawn into terrorism.
- Ensure that staff, learners, uses and other stakeholders are aware of their roles and responsibilities in preventing radicalisation and extremism.
- Have a leadership team which actively promotes the core values of shared responsibility and well-being for learners, and staff ensure that these are at the heart of everything that we do.

2. SAFEGUARDING POLICY STATEMENT

The purpose of this policy statement is

- to protect children and young people and adults who visit Wellbeing@RedbridgeLakes CIC from harm.
- to provide staff, volunteers, Member Organisations and visitors with an overview of principles guiding our approach to personal protection.

This policy applies to anyone working on behalf of Wellbeing@RedbridgeLakes CIC, including Directors, paid staff, Member Organisations and their guests, volunteers, sessional workers, agency staff and students.

We believe that

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practice in a way that protects them.

We recognise that

- the welfare of children is paramount in the work we do and in the decisions we take
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people safe by

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people, a deputy and a lead trustee/board member for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks (including DBS) are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- sharing information about safeguarding and good practice with children and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

NOMINATED CHILD PROTECTION LEAD

Gordon Bullock
 gordon@redbridgelakes.co.uk
 07774 990100

SCHEDULES

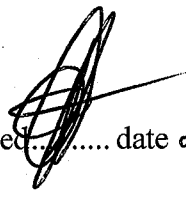
APPROVED FOR WELLBEING AT REDBRIDGE LAKES CIC

CIC Director 1 DREW Follon  signed 24/6/26 date

CIC Director 2 Emma MADEN  signed 24/5/26 date

Policy Review Date

APPROVED FOR REDBRIDGE LAKES LTD

RLL Director 1 GORDON Bullock  signed date 24/05/2

RLL Director 2 signed date

Policy Review Date