
WE RESTART

Safeguarding policy and procedure

July 2022

1. Introduction and purpose

This policy sets out how WE RESTART operates to keep adults at risk of abuse or neglect and children safe from abuse.

The policy is about stopping abuse where it is happening and preventing abuse where there is a risk that it may occur.

We have a Duty of Care to our volunteers and service users. We are committed to the protection and safety of adults at risk and children whether they are volunteers and/or participants in our activities. We will protect and support the volunteers who work with us as well as users of our services.

All citizens of the United Kingdom have their rights enshrined within the Human Rights Act 1998. Children's legislation includes the Children's Act 1989 and 2004.

Safeguarding is everyone's responsibility. For our safeguarding policy to be effective every volunteer, and staff member who supports us whatever their role, will play their part in keeping people safe.

2. Definitions

Adult at risk of abuse or neglect

For the purposes of this policy, adult at risk refers to someone over 18 years old who, according to paragraph 42.1 of the Care Act 2014:

- has care and support needs
- is experiencing, or is at risk of, abuse or neglect
- as a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

If someone has care and support needs but is not currently receiving care or support from a health or care service they may still be an adult at risk

Children and young people are defined as those persons aged under 18 years old. This policy will apply to all staff, contractors and volunteers and will be used to support their work.

"Safeguarding and promoting the welfare of children" is defined in Working Together 2018 as:

- protecting children from maltreatment
- preventing impairment of children's health and development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

3. Persons affected by this policy

- All volunteers (Staff)
- All service users
- All visitors and contractors

4. Our Policy

- WE RESTART has a zero-tolerance approach to abuse.
- There are no excuses for not taking all reasonable action to protect adults at risk and children from abuse, exploitation, radicalisation and mistreatment.

- WE RESTART recognises that under the Care Act 2014 it has a duty for the care and protection of adults who are at risk of abuse. It is committed to promoting wellbeing, harm prevention and to responding effectively if concerns are raised.
- The welfare of the child and/ or adult at risk is paramount and all adults have the right to protection from abuse.
- We are committed to working with appropriate agencies including the Brent Council, North West London CCG's, Safeguarding Children and Safeguarding Adults in Brent and the North West London Basic Command Unit - Metropolitan Police etc. to ensure the reporting of abuse is appropriate and in line with local, national and Charity Commission requirements and Information Sharing guidance.
- We will create an environment where volunteers and staff feel able to raise safeguarding concerns and feel supported with their safeguarding responsibilities
- All volunteers and staff are given an induction to the organisation; which includes awareness of their safeguarding responsibilities and procedures to be followed if they have a safeguarding concern
- Appropriate Safeguarding training is provided to volunteers and staff as part of their induction; and have a safeguarding refresher course every three years.
- All volunteers and staff are required to report any suspected abuse and be aware of the appropriate reporting and support procedure for safeguarding including the reporting of people at risk of radicalisation and extremism.
- All Volunteers and staff must be clear on appropriate behaviour and responses and follow our agreed Code of Conduct/ Behaviour. Where appropriate, failure to maintain standards will be dealt with using WE RESTART's Procedures.
- All volunteers and staff who come into contact with adults at risk of abuse, and children and their families as part of their WE RESTART duties will be alert to possible signs of abuse and consider whether there may be safeguarding concerns. They will discuss their concerns with the Designated Safeguarding Lead, to get appropriate support.
- There is Designated Lead for safeguarding at WE RESTART.
- The Designated Safeguarding Lead for WE RESTART will fulfil their safeguarding responsibilities in a way that ensures that adults and children are safeguarded from harm. The Safeguarding Lead is responsible for following up and reporting any suspected reports of abuse.
- Appropriate recruitment of volunteers and staff is in place including policies on when to obtain a DBS check
- A senior board level member will have leadership responsibility for WE RESTART's safeguarding arrangements
- This policy will be reviewed annually by the Board.

FLOWCHART FOR REFERRAL FOR ACTUAL OR SUSPECTED ABUSE (2022)

See it. Recognise it. Report it.

If the matter is urgent because a child or adult at risk of harm is in immediate danger phone 999 for the Police.

See it.

Are they safe? If you are concerned about a child or Adult at Risk of Harm you could help stop abuse if you follow the safeguarding policy and procedure (use this flowchart)

It is not your responsibility to decide if abuse has happened. It IS your responsibility to report it to the Safeguarding Lead and/ or appropriate authority

Recognise it.

- Share your concerns/ information with the Safeguarding Lead/ Deputy Safeguarding Lead.
- For concerns about an Adult at Risk of Harm: Use the *Safeguarding Adults Review* to guide your discussions on thresholds for safeguarding referrals
- For concerns about a child (under 18 years of age): Use the *Safeguarding Children in Brent guidelines* to guide your discussions on thresholds for safeguarding referrals
- If there is immediate danger to the child or Adult at Risk call 999 for the Police.

Report it

If you have a concern about a child or an Adult at Risk and need to make a safeguarding referral use the relevant online [Brent Local Safeguarding Children Board - Safeguarding Children in Brent \(brentsafeguardingpartnerships.uk\)](https://brentsafeguardingpartnerships.uk) or [Brent Local Safeguarding Adults Board - How To Refer For a Safeguarding Adults Review \(SAR\) \(brentsafeguardingpartnerships.uk\)](https://brentsafeguardingpartnerships.uk)

Contact information

Safeguarding referral: If you think an adult at risk is suffering abuse or neglect email safeguardingadults@brent.gov.uk

Telephone symbol or call 020 8937 4098 / 4099

Police: 999 if it is an emergency

Safeguarding Lead: Cristina Antonini tel. 07947653530
Safeguarding Deputy: Chiara Canal tel. 07523424686
Safeguarding Trustee: Sandra Sanson tel. 07588106138

email: contact@werest.art
email: werestartcharity@gmail.com
email: sansilsanson@gmail.com

Notes: reporting for CYP

- Parents/ carers should be advised that you are making a referral unless this might put the child at risk or cause any delay in referring
- **Local Authority Designated Officer (LADO) Referrals**
If you have concerns about an adult working with a child under the age of 18 that you would like to report, [access the LADO page for more information](#)

Notes: reporting for Adults at Risk

It is essential that wherever possible it is the adult at risk who will decide on the chosen course of action, taking into account the impact of the adult at risk's mental capacity where relevant.

However, the people and organisations caring for, or assisting them, must do everything they can to identify and prevent abuse happening wherever possible and evidence their efforts

Remember ALL notes will be disclosable should a formal or criminal investigation occur. *Ensure that your notes are signed, dated, professional, separate opinion from fact, are recorded verbatim using the same words as were used during the disclosure.*

