

# MB Community CIC Safeguarding Policy

## Policy Date and Review

This Safeguarding Policy was last reviewed on: 14/04/2026

This policy will be reviewed annually or sooner if there are changes in legislation or organisational practice.

The responsibility for reviewing this policy sits with the Director and Safeguarding Lead.

## Statement of Purpose

MB Community CIC is committed to safeguarding and promoting the welfare of all children and adults at risk who engage with our services. We recognise our responsibility to take all reasonable steps to ensure that beneficiaries are protected from harm, abuse, and neglect.

We are committed to safeguarding all individuals regardless of age, disability, race, religion or belief, sex, gender reassignment, pregnancy or maternity, marriage or civil partnership status, or sexual orientation.

## Scope of Policy

This policy applies to all staff, volunteers, contractors, and anyone acting on behalf of MB Community CIC.

Our activities include:

- Community activities
- Sports sessions
- Group forums/ workshops
- Community hub delivery

## Definition of Safeguarding

Safeguarding refers to the protection of children and adults at risk from harm, abuse, and neglect, while promoting their health, wellbeing, and development.

## Types of Abuse

These include but are not limited to:

- Physical abuse
- Emotional/psychological abuse
- Sexual abuse and exploitation
- Neglect
- Discriminatory abuse
- Online/digital abuse

We recognise additional vulnerabilities such as disability, mental health needs, language barriers, isolation, and economic disadvantage.

## Roles and Responsibilities

### Safeguarding Lead

Pasty Alert

Email: mbcommuinity@gmail.com

Phone: 07486 046938

### Responsibilities:

- Lead on safeguarding matters
- Manage reports and referrals
- Liaise with external agencies

### All Staff and Volunteers Must:

- Recognise signs of abuse
- Report concerns immediately
- Maintain professional boundaries
- Attend safeguarding training

### If the Safeguarding Lead is implicated:

Concerns must be reported directly to the Director or relevant external safeguarding authority.

## Safer Recruitment

We ensure safe recruitment through:

- DBS checks (where appropriate)
- Safeguarding-focused interviews
- Mandatory safeguarding training during induction
- Ongoing safeguarding training annually

## Reporting Procedures

All staff and volunteers must follow this procedure:

1. Ensure immediate safety of the individual
2. Record concern (facts only)
3. Report to Safeguarding Lead immediately
4. If unavailable, escalate to Director
5. Contact emergency services if urgent

All concerns must be reported within 24 hours.

## External Reporting Contacts

- Local Authority MASH
- LADO (Local Authority Designated Officer)
- Adult Safeguarding Team
- NSPCC Helpline: 0808 800 5000

## Recording and Information Sharing

- All concerns will be recorded securely
- Information will only be shared on a need-to-know basis
- GDPR and Data Protection Act 2018 will be followed

## Online & Digital Safeguarding

We ensure:

- Safe use of social media
- Consent for photos/videos
- No personal device storage of sensitive data
- Professional communication boundaries

## Whistleblowing

All staff and volunteers can report concerns confidentially without fear of retaliation.

Reports can be made to:

- Safeguarding Lead
- Director /manager
- External safeguarding authorities

## Equality and Accessibility

We recognise barriers to reporting such as:

- Language barriers
- Cultural differences
- Fear of reporting

We ensure safeguarding is accessible and inclusive.

## Governance

The Board/Management team has overall responsibility for safeguarding and ensures policy compliance.

## Legal Framework

This policy aligns with:

- Children Act 1989 & 2004
- Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018 (GDPR)
- Keeping Children Safe in Education 2025

## Statement

MB Community CIC is committed to creating a safe environment where all individuals feel protected, respected, and supported.