



Safeguarding Policy

December 2024

Purpose

The purpose of this Safeguarding Policy is to ensure the safety, welfare, and protection of all individuals we support, particularly those who are vulnerable. This policy outlines our commitment to safeguarding and promoting the rights of individuals to live free from harm, abuse, and neglect.

Scope

This policy applies to all staff, volunteers, and anyone working on behalf of our organisation. It encompasses all services provided, ensuring a consistent approach to safeguarding across the organisation.

Aims

1. Protection from Harm: Ensure that individuals are protected from all forms of abuse and neglect.
2. Empowerment: Promote the rights of individuals to make informed choices and decisions about their care and support.
3. Awareness and Training: Provide ongoing training and support to staff to recognise signs of abuse and understand their responsibilities in safeguarding.
4. Collaboration: Work collaboratively with external agencies and stakeholders to promote best practices in safeguarding.

Objectives

1. Preventing Abuse:
 - Create an environment that promotes the well-being, dignity, and rights of all individuals.
 - Develop and implement risk assessments to identify and mitigate potential safeguarding concerns.
2. Recognising Signs of Abuse:
 - Train staff to identify signs of physical, emotional, sexual, and financial abuse.
 - Encourage staff to be vigilant and report any concerns promptly.
3. Reporting Procedures:
 - Establish clear procedures for reporting safeguarding concerns, including who to contact within the organisation and external agencies.
 - Ensure that all allegations are taken seriously and investigated promptly and thoroughly.

4. Support for Individuals:

- Provide support to individuals who disclose abuse or who are identified as being at risk.
- Ensure that individuals are aware of their rights and how to report concerns safely.

5. Collaboration with Agencies:

- Work closely with local safeguarding boards, social services, law enforcement, and other relevant agencies to ensure a coordinated response to safeguarding concerns.
- Share information securely and appropriately, following data protection regulations.

6. Record Keeping:

- Maintain accurate and confidential records of safeguarding concerns, actions taken, and outcomes.
- Regularly review safeguarding records to identify patterns or trends that may indicate systemic issues.

7. Staff Recruitment and Vetting:

- Implement robust recruitment processes, including background checks, to ensure that all staff are suitable to work with vulnerable individuals.
- Provide safeguarding training as part of the induction process for all new staff.

Responsibilities

- Management: Ensure that safeguarding policies and procedures are implemented and monitored, providing support and resources to staff.
- Staff: All staff must understand their safeguarding responsibilities and report any concerns in accordance with this policy.

Review and Evaluation

This policy will be reviewed annually or sooner if necessary, in response to changes in legislation or guidance. Staff feedback and incident reports will inform the evaluation process to enhance the effectiveness of safeguarding practices.

Conclusion

By adhering to this Safeguarding Policy, we aim to create a safe and supportive environment for all individuals, ensuring their rights and welfare are prioritised at all times.