

SAFEGUARDING POLICY



Version	Date	Details	Lead
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Policy level:	Operational Mandatory Policy read for all colleagues and volunteers Policy Leads: Ryan Houston (Director) - Rob Ruttley (Operations Director)
Author:	Ryan Houston, Director of Rainbow Foundation
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All colleagues working with children or vulnerable adults are responsible for familiarising themselves with this policy and its associated procedures.

PROCEDURE

DEFINITION

Safeguarding is the right of every child and vulnerable individual accessing our services to be protected from any form of abuse. Abuse occurs when the child or vulnerable adults rights are not respected.

Abuse is any behaviour towards a person that deliberately or unknowingly causes them harm, endangers life or violates their rights. It includes not only physical, emotional and psychological ill treatment but also neglect (including self neglect), financial or sexual abuse, and the impairment of physical, intellectual, emotional, social or behavioural development. It concerns the misuse of power, control and /or authority and can be perpetrated by an individual, a group or an organisation.

A child is anyone who has not yet reached their 18th birthday. An adult is anyone aged 18 or above.

A vulnerable adult is someone of 18 years or over 'who is or may be in need of community care services by reason of mental or other disability, age or illness and 'who is or maybe unable to take care of him or herself or unable to protect him or herself against significant harm or exploitation' No Secrets' Guidance 2000.

The Mental Capacity Act 2005 provides a statutory framework to empower and protect vulnerable people who are not able to make their own decisions. It makes it clear who can take decisions, in which situations, and how they should go about this.

The definition of abuse includes Domestic Abuse and forced marriage. Domestic Violence is 'any incident of threatening behaviour, violence or abuse between adults who are, or have been intimate partners or between family members, regardless of gender or sexuality.

Forced marriage is one in which one or both of the spouses do not consent to the marriage and some element of duress is involved, including the use of physical and emotional pressure.

PRINCIPLES

- The welfare of the child or vulnerable adult is the paramount consideration.
- We will not tolerate abuse in any circumstances.

- Doing nothing is not an option.
- All children and vulnerable adults, regardless of age, disability, gender, racial or ethnic origin, religious beliefs and sexual identity have a right to protection from abuse.
- Adults have the right to be in control of their life, make decisions, be treated with respect and consideration and have their confidentiality respected.
- All children and vulnerable adults have a right to intervention, support and/or information which could make life better and/or safer for them and be involved in decisions that are made about them.
- We will promote the empowerment, wellbeing, security and safety of children and adults at risk of abuse consistent with their rights, mental capacity and personal choices.
- All colleagues will be aware of, and comply with, local guidelines in relation to reporting concerns about children or vulnerable adults at risk. Where no such local procedures exist externally, we will provide our own.
- We will report every instance of disclosed or suspected abuse to the appropriate social services contact in line with each Local Authority safeguarding procedures alerting the police or other emergency services as required. Where appropriate, we will report concerns to other relevant agencies.
- Rainbow Foundation actively encourages and supports reporting of concerns and will protect colleagues disclosing malpractice from the risk of victimisation provided the disclosure is made in good faith.
- We will review new legislation as it arises and continually review our procedures in line with good practice.

APPLICATION

We deliver the principles of this policy through the application of processes which clearly distinguish between the requirements to safeguard vulnerable adults and the safeguarding of children. Each has a lead officer within the organisation. Both recognise that we have responsibilities as an employer of colleagues who work with children and vulnerable adults. Both also recognise that any colleague may identify potential abuse in their daily work.

Safeguarding vulnerable adults

Rainbow Foundation's recruitment and selection procedure requires references, proof of identity and in our support services enhanced disclosure and 3 yearly re-checks for every colleague who works with vulnerable adults. Our employment policies prevent barred persons from being employed in any position that involves working with vulnerable adults.

All colleagues will work within the procedures that accompany this policy and all frontline colleagues will receive training on this policy at induction and in their on-going personal development training.

The procedures that deliver this policy complement local authority safeguarding procedures and will ensure that all colleagues engaged in delivering our services:

- Are alert to the possibility of abuse of a vulnerable adult in our services.
- Are alert to abuse of a tenant, client or applicant to any Curo service
- Know how to recognise abuse Understand the need to share information about concerns with agencies that need to know
- Understand professional boundaries Identify risks associated with lone working by staff they manage
- Know and use local authority guidelines (or organisation guidelines in their absence)
- Know how and where to report concerns
- Are aware of good practice

Serious incident reporting procedures ensure that the Board is made aware of serious allegations involving members of the organisations staff.

The application of this policy recognises the key principles of the Mental Capacity Act 2005 which sets out the right for everyone covered by the Act to make decisions and for any decision made on their behalf to be in their best interests.

Colleagues will always act in accordance with the principles of that Act when they believe that someone is being abused and in determining how to report that abuse.

Safeguarding is a standard agenda item for service delivery team meetings and operational management team meetings.

Our procedures ensure that colleagues know the arrangements and contact details for reporting concerns to local authority safeguarding teams.

We will work with relevant agencies, on individual cases and reviewing best practice and new legislation so that we develop appropriate strategies for responding to the needs of our service users and clients.

Safeguarding children

Rainbow Foundation's recruitment and selection procedure requires references, proof of identity and in our care and support services enhanced disclosure and 3 yearly re-checks for every colleague who works with children.

Our employment policies prevent barred persons from being employed in any position that involves working with children.

All colleagues will work within the procedures that accompany this policy and all frontline colleagues will receive training on this policy at induction and in their on-going personal development training.

Training includes the recognition of potential child sexual exploitation, online grooming and missing persons protocols. It is provided in a way that is appropriate for each colleagues level of engagement with children in their day to day work.

The procedures that deliver this policy complement local authority safeguarding procedures and will ensure that all colleagues engaged in delivering our services:

- Are alert to the possibility of abuse of a child in our services or of a child of an applicant or visitor
- Are alert to abuse of a service user, client or applicant to our services
- Know how to recognise abuse
- Understand the need to share information about concerns with agencies that need to know
- Understand professional boundaries
- Identify risks associated with lone working by staff they manage
- Know and use local authority guidelines (or organisation guidelines in their absence)
- Know how and where to report concerns
- Are aware of good practice

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REPORTING

Anyone with concerns regarding safeguarding should contact the Lead Officer for safeguarding within the organisation:

Ryan Houston - 07497329535 - Ryan@rainbow-foundation.org.uk.

If the concern is in relation to the Lead Officer, contact should be made with the Chair of the organisation:

Ash Johns - Ash@rainbow-foundation.org.uk

Upon receipt of information relating to the concern of an individual, the Lead Officer will make arrangements to investigate any report.

Where necessary, the Lead Officer will ensure that safe, appropriate, and accessible means of reporting safeguarding concerns are available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels will be protected by the organisation policies in place (Whistleblowing).

Rainbow Foundation accepts complaints from external sources such as members of the public, partners and official bodies, but cannot respond to anonymous concerns or complaints, as stated in our Complaints Policy & Procedure, which is available upon request, and on the organisation website.

It is the responsibility of the Lead Officer/s and the Operations Director to ensure that the Management Board are informed of any complaints or concerns, in line with the Serious Reporting Procedure.

RESPONSE

The Lead Officer will follow up safeguarding reports and concerns according to the policy and procedures.

Rainbow Foundation will apply appropriate disciplinary messages to staff found in breach of this policy, and where necessary will pass information onto other agencies, such as the police.

CONFIDENTIALITY

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management will be shared internally on a need to know basis only, and should be kept secure at all times.