

The Positive Herd Project

Safeguarding Policy

Last review: 15.08.2019

Next review due: 15.08.2020

Introduction

It is always unacceptable for a child, young person or 'adult at risk' to experience abuse of any kind and as an organisation we recognise our responsibility to safeguard the welfare of all vulnerable people. The Positive Herd Project is committed to practices which protect and support children, young people and vulnerable adults when they are using our services or have any contact with our organisation.

Definition of 'children'

A child for safeguarding purposes is any person between birth and under the age of 18. There are some exceptions to this: Children who are placed in local authority care are usually classed as children until aged 21, and those with some special needs are regarded as children while aged Under 25. Unborn children should also be considered in this policy.

Definition of 'adult at risk' or 'vulnerable adult'

An adult at risk is a person aged 18 or over; who

- has needs for care and support (whether or not the local authority is meeting any of those needs), and
- is experiencing, or is at risk of, abuse or neglect, and
- as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

This may include a person who:

- is an older person who is frail due to ill health, physical disability or cognitive impairment;
- has a learning disability;
- has a physical disability and/or a sensory impairment /or communication difficulty i.e. autism
- has mental health needs including dementia or a personality disorder;
- has a long-term illness/condition;
- misuses substances or alcohol;
- lacks capacity to make specific decisions to make particular decisions

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Within the services provided by The Positive Herd, adults at risk could be present in any group or session, at any time so this safeguarding policy statement is applicable throughout all of The Positive Herd's activities and provision. In the case of suspected abuse initially staff, trustees or volunteers should raise an alert and submit this to the named Safeguarding lead who will contact the Cheshire East Adult Social Care see below, and other authorities as applicable.

What is abuse?

Abuse of an adult can take many forms. Abuse is a violation of an individual's human and civil rights by any other person or persons. It can take a variety of forms and can be both overt and covert. The following list is not exhaustive, but is illustrative of the kinds of abuse that might be experienced.

- Physical abuse (including Female Genital Mutilation and Honour Based Violence)
- Domestic abuse
- Psychological abuse
- Sexual abuse
- Grooming of children or vulnerable people
- Financial or material abuse
- Modern Slavery and Human Trafficking
- Neglect & Acts of Omission
- Discrimination abuse
- Organisational abuse
- Deprivation Of Liberty

The Positive Herd Project recognises that:

- The welfare of the child/young person/adult at risk is paramount.
- All vulnerable people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.
- Wherever possible, working in partnership with children, young people, adults at risk, their parents (if appropriate), carers and other agencies is essential in promoting their welfare.

The purpose of the policy

- To provide protection for the vulnerable people who receive The Positive Herd's services, including the children of adult members or users.
- To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child, young person or vulnerable adult may be experiencing, or be at risk of, harm.

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- This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of The Positive Herd.

We will seek to safeguard vulnerable people by:

- Valuing them, listening to and respecting them.
- Adopting child protection guidelines through procedures and a code of conduct for staff and volunteers.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made; including Disclosure and Barring Service (DBS) checks when appropriate.
- Sharing information about child protection and good practice in safeguarding adults at risk with service users, parents, staff and volunteers.
- Sharing information about concerns with agencies who need to know, and involving service users, parents and children appropriately.
- Providing effective management for staff and volunteers through ongoing supervision, support and training.

Standards

Staff and volunteers of The Positive Herd Project are required to:

- Where appropriate and required by regulations have a Disclosure and Barring Service (DBS) check when they commence employment. Where this has not been undertaken staff members will not be allowed to work with children or vulnerable adults unless supervised by a member of staff who has had a clear DBS check.
- Demonstrate respect for all service users as individuals in all matters.
- Reflect on their own approach and style, recognising the inherent power their position bestows.
- Senior staff are to undertake relevant training in safeguarding, disclosure and diversity matters.
- Ask a senior member of staff if they have any uncertainties about how to deal with a specific situation or concern for welfare.
- Ensure that all service users experience a suitable and supportive environment to encourage service user's confidence to disclose any issues should they arise
- Ensure all service users are aware of our Equality and Diversity policy and that they know how to complain if they become victims of harassment, bullying, unfair treatment or abuse.

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- Invite and encourage constructive feedback from service users about standards and styles of behaviour and promote an open and honest culture of respect for diversity.
- Deal with complaints of abuse, unfair treatment, harassment or bullying promptly, sensitively, confidentially and in accordance with procedures
- Ensure that all persons working for or providing services to The Positive Herd are provided with a briefing on these safeguarding policies and procedures before any work is undertaken or any services delivered.
- Report any incidents immediately to any relevant partners or commissioners.

Service users are required to:

- Help prevent inappropriate behaviour by challenging and reporting behaviour that appears to be causing distress to others.
- Support an open, constructive environment within which diversity is valued positively.

Dealing with claims of abuse perpetrated by internal members of staff

This Policy makes it clear how staff are expected to perform when dealing with all service users including children and adults at risk. It specifically ensures that claims made of abuse by internal staff will be investigated and dealt with.

Safeguarding Lead

The named Safeguarding Lead for The Positive Herd is Lisa Whitehead, Trustee, and she can be contacted on 07742 789794.

In cases where the lead person is not available, or there is an allegation against the lead person, or there is a difference of opinion with the lead person, contact Beth Gibbons, Managing Director on 07590 313033.

The named person will have full awareness of the policy and procedures guidelines and have attended training on safeguarding endorsed by the local Safeguarding Board. In the event of any concerns regarding a child or adult at risk then the named contact or deputy will be informed at the earliest available opportunity.

If necessary the named person will inform the relevant Social Services Department without delay and the management committee. The named person will also ensure that the Safeguarding policy and procedures are kept up to date and reviewed.

If there are concerns about sharing the above information with a colleague you can contact Cheshire East Consultation Service 0300 123 5012 (office hours) or 0300

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123 5022 (out of hours), or the police direct, or the NSPCC Child Protection Helpline on 0808 800 5000.