



Safeguarding Policy

Survivors Voices/Reshapers believe that it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind and recognise our responsibility to safeguard the welfare of all children, young people and vulnerable adults, by a commitment to practice which protects them.

We recognise that:

- The welfare of the child/young person/vulnerable adult is paramount
- All 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
- Working in partnership with children, young people, vulnerable adults, their parents, carers and other agencies is essential in promoting safeguarding.

The purpose of the policy:

- To provide protection for the children, young people and vulnerable adults who receive our services
- To provide all workers 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.

This policy applies to all workers, including the board of directors, paid staff, volunteers, partners, associates, learners or anyone working on behalf of Reshapers.

We will seek to safeguard children, young people and vulnerable adults by:

- Valuing them, listening to and respecting them
- Adopting safeguarding guidelines through procedures and a code of conduct for users and workers
- Recruiting workers safely, ensuring all necessary checks are made
- Sharing information about safeguarding and good practice with users, parents and carers and workers
- Sharing information about concerns with agencies who need to know, and involving victims and their families and carers appropriately
- Providing effective management for workers through supervision, support and training.

We are also committed to reviewing our policy and good practice annually.

We access training, advice and DBS checks through our membership of the SAFE network www.safecic.co.uk.

Our designated Safeguarding Officer is: Jane Chevous.





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Confidentiality

If we suspect or discover that a child, young person or adult is at risk of significant harm due to abuse, we have a responsibility to act to protect that person. We practise extended confidentiality where some information may have to be shared with carefully restricted others (who are also bound by confidentiality).

Disclosures or suspicion of abuse

All users and workers should follow the recognised procedure outline on the government guidance and regulations: 'Working Together 2015'; and the guidance 'What to do if you suspect a child or young person is being abused'.

In the event of any concern or disclosure that a child, young person or adult is being abused, all users or workers should:

- discuss confidentiality with the person concerned and if possible gain their permission to disclose, as described in the following the procedure
- discuss their concerns with their key worker/line manager
- contact the safeguarding officer as soon as possible
- make careful notes of all relevant information
- make their own referral to the relevant authorities if they are unable to contact the safeguarding officer and/or their key worker or line manager.

The safeguarding officer will discuss the situation and make a referral to the appropriate authorities if it is judged that there is or might be risk of significant harm.

Concerns about workers

If the concern is about a worker, this should be discussed immediately with the safeguarding officer, who will take action to safeguard users and other workers, including suspension if necessary.

If the concern relates to the safeguarding officer, the issue should be taken straight to one of the directors.

Recruitment and Training

All workers who have contact with children, young people or vulnerable adults will be recruited through a safe recruitment process. This includes interviews, references and (where appropriate) DBS checks for all workers. These processes and the necessary paperwork will follow the Safeguarding Authorities guidelines for good practice and meet all legal requirements.

All workers must attend safeguarding training run by Reshapers or local Safeguarding Boards at least every 3 years; and keep up to date with safe practice in their field.

Reshapers will provide regular training for all workers.

Good Practice

Reshapers requires all workers and users to follow good practice in all activities and services conducted by or with Reshapers. We will provide guidance on good practice to all workers. This will also be available to users, parents and carers on request.

