

Safeguarding Policy (Children & Vulnerable Adults)

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Date Approved	TBC
Next Review Date	TBC

Purpose and Commitment

1. **Ponsanooth Community Benefit Society (PCBS)** is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We believe that everyone we encounter, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, has a right to equal protection from all types of harm or abuse.
2. The purpose of this policy is to provide a secure framework for our staff and volunteers in safeguarding and promoting the welfare of everyone they are in contact with. It also sets out the procedures for reporting and responding to any safeguarding concerns.

Key Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** The primary point of contact for all safeguarding concerns. This person is responsible for implementing this policy and liaising with external agencies.
 - **Lead Contact:** Chris Freer
- **Directors:** The Directors of Saving Our Sarah CIC have the ultimate responsibility for ensuring that safeguarding is a priority across the organisation.
- **All Staff & Volunteers:** Everyone working with Saving Our Sarah CIC has a duty to be aware of safeguarding issues, to report concerns promptly, and to conduct themselves in a way that protects the welfare of others.

Recognising Abuse and Neglect

Abuse and neglect can take many forms. Staff and volunteers should be aware of the main types:

- **Physical Abuse:** Hitting, shaking, restraining, or otherwise causing physical harm.
- **Emotional Abuse:** Threatening, humiliating, intimidating, or isolating someone.
- **Sexual Abuse:** Forcing or enticing an individual to take part in sexual activities.
- **Neglect:** The persistent failure to meet a person's basic physical or psychological needs.
- **Financial or Material Abuse:** Theft, fraud, or exploitation of property or benefits.
- **Discriminatory Abuse:** Harassment or slurs related to race, gender, disability, or other protected characteristics.

Reporting Procedure

All safeguarding concerns must be taken seriously and acted upon immediately.

If you have a concern about a child or vulnerable adult:

1. **Record:** Make an immediate, detailed record of your concern, including the date, time, location, persons involved, and what was said or observed. Use the individual's own words where possible. Do not investigate the matter yourself.
2. **Report:** Report the concern to the **Designated Safeguarding Lead (DSL)** as soon as possible on the same day.
3. **Action:** The DSL will assess the information and decide on the appropriate course of action. This may involve referring the concern to local authority children's or adult social care services, or to the police if a crime may have been committed.

If the concern is about the DSL, the report should be made directly to another Director of the CBS.

Safer Recruitment and Training

- All staff and volunteers will be subject to a safe and robust recruitment process, which will include an application, interview, and reference checks.
- For roles that involve significant contact with children or vulnerable adults, a Disclosure and Barring Service (DBS) check will be required.
- All staff and volunteers will receive basic safeguarding training as part of their induction and will be made aware of this policy.

Policy Review

This Safeguarding Policy will be reviewed annually, or more frequently if there are changes in legislation or guidance.