

Several Seats CIC



Safeguarding of children and vulnerable adults

Our Policy





Several Seats Policy

SAFEGUARDING OF CHILDREN AND VULNERABLE ADULTS

Several Seats C.I.C. Safeguarding Policy (Updated for 2024)

This safeguarding policy applies to all staff, including directors, paid staff, volunteers, sessional workers, agency staff, students, and anyone working on behalf of Several Seats C.I.C.

Designated Safeguarding Lead (DSL): Joan Idowu, CEO

Contact email address: joan@severalseats.org

Purpose of the Policy

The purpose of this policy is to:

- Protect children, young people, and vulnerable adults who receive services from Several Seats C.I.C. This includes children of adults who use our services.
- Provide staff and volunteers with clear guidance on safeguarding and child protection, ensuring that everyone understands their responsibility to protect individuals from harm.
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Several Seats C.I.C. is committed to ensuring that no child, young person, or vulnerable adult experiences abuse of any kind. We are dedicated to promoting the welfare of all individuals and ensuring that our practices are designed to protect them.

Definitions of Abuse

1. Children

A child is anyone under 18 years of age. Safeguarding children involves:

- Protecting children from maltreatment.
- Preventing impairment of their health or development.
- Ensuring they grow up in safe environments with effective care.
- Enabling them to achieve optimal life chances as they transition into adulthood.

2. Adults at Risk

An adult at risk is defined as a person aged 18 or over who:

- Has a need for community care services due to mental or other disability, age, or illness.
- Is unable to protect themselves from harm or exploitation due to their circumstances.
This includes individuals with frailty, physical or sensory impairments, mental health needs, or those who misuse substances.

3. Safeguarding Adults

Adult safeguarding is guided by six principles:

- **Empowerment:** Individuals are supported to make their own decisions.
- **Protection:** Safeguarding those in greatest need.
- **Prevention:** Taking action before harm occurs.
- **Proportionality:** Ensuring responses are appropriate to the risk.
- **Partnership:** Collaboration with communities and agencies.
- **Accountability:** Transparency and accountability in safeguarding processes.

Policy Statement

Several Seats C.I.C. is committed to promoting the welfare and safeguarding of children, young people, and vulnerable adults in line with UK legislation and best practices. We uphold the following principles:

- **Respect:** Treating everyone with dignity and respect.
- **Inclusivity:** Valuing diverse voices and consulting with all stakeholders.
- **Solutions-focused:** Striving to make a real difference through expert guidance and support.
- **Empowerment:** Helping individuals achieve their goals by promoting their safety and welfare.

Safeguarding Measures

We will keep children, young people, and vulnerable adults safe by:

- Listening to and respecting them.
- Appointing a **Designated Safeguarding Lead** (CEO Joan Idowu) and deputies.
- Adopting robust safeguarding practices and procedures, including codes of conduct for staff.
- Implementing an effective e-safety policy.

- Recruiting staff and volunteers using safer recruitment practices.
- Recording and storing information securely and sharing it appropriately.
- Managing allegations against staff and volunteers according to strict procedures.
- Maintaining a safe environment through health and safety measures.
- Encouraging a culture of openness through whistleblowing and complaints procedures.

Key Principles and Responsibilities

1. Everyone's Responsibility

All employees and volunteers of Several Seats C.I.C. are responsible for safeguarding those in need of care and support, regardless of their role.

2. Prevention

We will implement safe recruitment practices, foster a culture of safeguarding awareness, and work to prevent abuse through education and training.

3. Protection

We will ensure all staff are trained to identify and respond appropriately to safeguarding concerns and will collaborate with relevant agencies when needed.

4. Partnership

We will work with local authorities, safeguarding boards, and regulatory bodies to ensure effective safeguarding responses.

5. Empowerment

We will work with a person-centred approach, ensuring that individuals have control over their own care and safeguarding decisions.

6. Accountability

We are committed to transparency and continuous learning to improve our safeguarding practices.

Roles and Responsibilities

Directors

Directors have a responsibility to include safeguarding in strategic planning, risk assessments, and quality assurance processes. They may be required to address complex safeguarding concerns with the advice of the **Head of Safeguarding**.

Head of Safeguarding

The Head of Safeguarding is responsible for developing and ensuring the quality of safeguarding activity across Several Seats C.I.C., as well as supporting external stakeholders in best safeguarding practices.

Compliance and Procedures

What to Do if You Suspect Harm to a Child

1. Discuss your concerns with your line manager or the safeguarding team.
2. Record your observations and discussions in detail, keeping all notes for potential court proceedings.
3. Contact the appropriate local safeguarding team or make a referral to social services.

What to Do if You Suspect Harm to an Adult

1. Report your concerns to your line manager or the safeguarding team.
2. Record your observations thoroughly and retain all original notes.
3. Follow the appropriate procedures for referring to the Adult Safeguarding team.

Legal Framework

This policy aligns with key UK legislation and guidance, including:

- **Children Act 1989 and 2004**
- **Safeguarding Vulnerable Groups Act 2006**
- **The Care Act 2014**
- **The Human Rights Act 1998**
- **The Data Protection Act 2018 (GDPR)**
- **Working Together to Safeguard Children (2018)**

Review and Accountability

This policy will be reviewed regularly to ensure it remains aligned with current safeguarding standards. The next review date is **29th January 2025**.

By following this policy, Several Seats C.I.C. aims to foster a safe, inclusive environment for all staff, service users, and partners. For any safeguarding concerns, contact the **Designated Safeguarding Lead (DSL)**, **Joan Idowu**, at joan@severalseats.org

