



Safeguarding Policy: Children and Adults at Risk of Harm

Approved: August 2025

Next Review: August 2026

1. Purpose

Dave and Ewe is committed to safeguarding and promoting the welfare of:

- **Children** (anyone under 18)
- **Adults at risk of harm** (as defined in the *Care Act 2014*)

This policy:

- Protects children and adults at risk from harm, abuse, neglect, exploitation, and radicalisation.
- Provides staff and volunteers with clear principles and procedures to follow.
- Ensures compliance with statutory responsibilities, government guidance, Safeguarding Partnership requirements, and relevant legislation including:
 - *Children Act 1989 & 2004*
 - *Working Together to Safeguard Children 2023*
 - *Care Act 2014*
 - *Domestic Abuse Act 2021*
 - *Human Rights Act 1998*
 - *Mental Capacity Act 2005*

We have a duty of care to everyone who comes into contact with our organisation—whether as a participant, visitor, staff member, or volunteer.

2. Definitions

2.1 Children

Anyone under the age of 18.

“Safeguarding and promoting the welfare of children” includes:

- Early help when problems emerge.
- Protecting from maltreatment (including online harm).
- Preventing impairment of health or development.
- Providing safe and effective care.
- Promoting upbringing within the family where safe and in the child’s best interest.
- Taking action to secure the best possible outcomes.

2.2 Adults at Risk

As per *Care Act 2014*, an adult is at risk if they:

1. Have care and support needs.
 2. Are experiencing, or at risk of, abuse or neglect.
 3. Are unable to protect themselves because of those needs.
- They may still be at risk even if not receiving formal care.

3. Scope

This policy applies to:

- Paid staff
- Volunteers and sessional workers
- Students

4. Policy Statement

We operate a **zero-tolerance** approach to abuse.

We are committed to:

- Promoting wellbeing and preventing harm.
- Responding swiftly to safeguarding concerns.
- Ensuring personalised safeguarding responses for adults.
- Working in partnership with statutory and voluntary agencies.

Safeguarding Principles:

- The welfare of the child or adult at risk is paramount.
- Everyone has the right to protection from abuse.
- Safeguarding is everyone's responsibility.
- All suspicions, disclosures, and allegations must be reported promptly to the Safeguarding Lead and, where appropriate, external authorities.

5. Roles and Responsibilities

5.1 Senior Leadership

- **Designated Safeguarding Lead (DSL)** – Manages cases, liaises with agencies, ensures staff training, Oversees safeguarding strategy and compliance.

5.2 All Staff and Volunteers

Must:

- Know how to recognise abuse.
- Report concerns without delay.
- Share information appropriately and lawfully.
- Attend safeguarding induction and refresher training.
- Follow the Code of Conduct.

6. Procedures

6.1 Reporting Concerns

- **Immediate danger:** Call emergency services (999).
- **Non-urgent concerns:** Report to DSL within same working day.

- **DSL unavailability:** Contact deputy DSL or relevant local authority service.

6.2 Allegations Against Staff/Volunteers

- Follow Local Authority Intergrated Front Door (IFD) procedures.
Contact: 03004560108
- Applies if a person:
 - Has harmed or may have harmed a child.
 - May have committed a criminal offence against a child.
 - Behaved in a way that poses a risk to children.

6.3 Safe Recruitment

- Enhanced DBS checks where required.
- References verified before start date.
- Recruitment process includes safeguarding interview questions.

7. Adult Safeguarding – Key Principles (Care Act 2014)

1. **Empowerment** – informed consent and decision-making.
2. **Prevention** – act before harm occurs.
3. **Proportionality** – least intrusive response.
4. **Protection** – support for those in greatest need.
5. **Partnership** – work with local services and communities.
6. **Accountability** – transparency in safeguarding practice.

8. Mental Capacity and Consent

In line with the *Mental Capacity Act 2005*:

- Presume capacity unless proven otherwise.
- Support individuals to make their own decisions.
- Respect unwise decisions if made with capacity.
- Act in best interests when capacity is lacking.
- Use the least restrictive option possible.

9. Training and Culture

- Mandatory induction for all staff and volunteers.
- Regular refresher training.
- Culture that supports whistleblowing and open discussion.

10. Review and Monitoring

- Reviewed annually by Chief Executive and Board.
- Monitored for compliance through audits, supervision, and training records.

Approved by: __Dave Buscombe _____

Date: __15/08/2025_____

Dave and Ewe – Reporting a Safeguarding Concern

Designated Safeguarding Lead (DSL):

David Buscombe

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What is safeguarding?

- Protecting children and adults at risk from harm, abuse, neglect, exploitation, and radicalisation.

Key signs of concern may include:

- Unexplained injuries
- Sudden changes in behaviour
- Withdrawal or fearfulness
- Poor hygiene or nutrition
- Inappropriate sexual behaviour or language
- Disclosures of harm

Your responsibility:

1. **Recognise** – know the signs of abuse.
2. **Respond** – ensure immediate safety if necessary.
3. **Report** – tell the DSL *the same day*.
4. **Record** – write a factual account (no assumptions).

Do NOT:

- Promise confidentiality (you must pass information on).
- Investigate yourself.
- Delay reporting.

If in doubt – report it.

 **Recognise – Possible Signs of Abuse**

- Unexplained injuries
- Fearfulness or withdrawal
- Sudden behaviour changes
- Poor hygiene or malnutrition
- Sexualised behaviour or language
- Disclosures of harm

 **Respond & Report**

1. **Ensure safety first.**
2. **Report** to DSL *same day*.
3. **Record** facts (date, time, people involved, what happened/was said).

 **Never**

- Promise confidentiality.
- Investigate yourself.
- Delay reporting.

 **Rule of Thumb:**

If you're worried... **REPORT IT.** Better to be wrong than silent.