

## Strength in Feathers Safeguarding Policy

Our organisation acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults, and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice requirements.

The policy recognises that the welfare and interests of children and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexualorientation, socio-economic background, all children and adults:

- have a positive and enjoyable experience with Strength in Feathers in a safe and person-centred environment.
- are protected from abuse whilst participating in any internal events or outside of the activity.

We acknowledge that some children and adults, including disabled people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

### Our Policy

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of attendees
- value, listen to and respect each participant
- ensure robust safeguarding arrangements and procedures are in operation
- adopt safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns
- provide effective management for all staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently
- ensure appropriate action is taken in the event of incidents or concerns of abuse and support provided to the individual(s) who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- record and store information securely, in line with data protection legislation and guidance

- prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- appoint a nominated safeguarding lead
- share information about safeguarding where necessary
- make sure that all participants know where to go for help if they have a concern

The policy and procedures will be widely promoted and are mandatory for everyone involved in Strength in Feathers CIC. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

#### Monitoring

This policy will be reviewed a year after development and then every three years, or in the change of legislation and/or government guidance.

This policy was last reviewed on .....2 September 2021...

Signed .....ewheeler.....

#### Contact details:

Our Safeguarding/Welfare Officer

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In a safeguarding emergency, where a person is at immediate risk of harm, call 999.