

Inner Compass Guide CIC Safeguarding Policy

Purpose

Inner Compass Guide is committed to safeguarding all children, young people and adults at risk (also known as vulnerable adults) it comes into contact with and to promoting their well-being.

Everyone involved with Inner Compass Guide has a responsibility to promote the welfare of all children and adults at risk and to keep them safe.

We recognise that the welfare and wellbeing of all children and adults at risk is paramount and that all individuals have a right to equal protection for all types of harm regardless of their age, gender, race, religion or belief, ability, family status, social background or sexual identity.

The purpose of this policy is to protect the children and adults at risk involved with the activities of Inner Compass Guide from harm, and to provide Directors, associates and participants in programmes with guiding principles as set out in the Safeguarding Code of Conduct.

Aims

We will seek to keep children and adults at risk safe by:

- valuing them, listening to and respecting them.
- adopting the Safeguarding Code of Conduct to clarify the standard of behaviour required
- sharing information about concerns with agencies who need to know, and involving parents of children and adults at risk appropriately.
- following the requirements for UK legislation in relation to safeguarding children and adults at risk.

Definitions

A child is a person aged under 18 years.

An adult at risk is any person who is aged 18 or over and at risk of abuse or neglect because of their need for care and support.

Child protection and adult protection is part of safeguarding and promoting welfare. It refers to the action that is undertaken to protect specific children or adults at risk who are suffering, or at risk of suffering, significant harm.

Parent is used as a generic term to represent parents, carers and guardians.

Roles and responsibilities

This policy applies to Directors, associates or participants in the programmes of Inner Compass Guide.

Service users will be informed that this policy and the Safeguarding Code of Conduct is in operation and that they are bound to comply with its principles and requirements.

Any safeguarding concerns will be referred to the relevant local authority safeguarding children or adults at risk team and/ or the police who have legal responsibility and powers to investigate child protection concerns.

Safeguarding Code of Conduct

Recognising and responding to concerns in all activities of Inner Compass Guide CIC.

Remember these four key elements to safeguarding children or adults at risk:-

1. Recognise concerns that a child or adult at risk is being harmed or might be at risk. Abuse can take a number of forms, including, but not limited to physical abuse, sexual abuse/exploitation, emotional/ psychological abuse, neglect and financial abuse.
2. Respond appropriately to a child or adult at risk who is telling you what is happening to them.

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3. Report the concerns to Inner Compass Directors, Stuart Newberry or Liz Scott. Where a child or adult at risk is at immediate risk of harm then tell Director, Stuart Newberry or Liz Scott so that he/she can contact the police and / or relevant local authority safeguarding team, immediately.
4. Record the concerns appropriately and any subsequent action taken. (See Appendix 1 for action in the event of a safeguarding report)

Measures for implementation of this policy

Inner Compass Director Stuart Newberry, has overall responsibility for this policy and ensuring awareness by other Directors, associates and service users.

Any concerns regarding a child, or other adult at risk must immediately be reported to Stuart Newberry or Liz Scott.

Monitoring, Evaluation and Review

We will regularly evaluate the effectiveness of this policy. Our commitment to safeguarding is an active one. This policy will be reviewed as necessary and at least annually when it will be amended, where required. We will seek to keep up to date with new developments in safeguarding best practice and actively seek information on this issue.

Stuart Newberry
Director
Feb 2022

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Appendix 1

In the event of a safeguarding report, you must:

- prioritise the welfare, health and wellbeing of children and adults at risk.
- provide a safe environment for children and adults in need of care and support.
- provide an example of good conduct you wish others to follow.
- ensure that there is more than one adult present during activities with children and adults at risk, or at least that you are within sight or hearing of others.
- respect their right to personal privacy as far as possible. If someone discloses abuse to you, be sympathetic and supportive but do not agree to keep confidences. Explain to the child or adult at the earliest opportunity that it is your duty to pass on information appropriately.
- encourage children and adults at risk to speak out about attitudes or behaviour that makes them uncomfortable.
- remember that someone else might misinterpret your actions, no matter how well intentioned.
- be aware that physical and verbal contact with a child or adult at risk may be misinterpreted.
- challenge unacceptable behaviour and report all concerns/allegations/disclosures. suspicions of abuse or harm to Stuart Newberry or Liz Scott.

You must not:

- allow concerns or allegations to go unreported.
- take unnecessary risks.
- have inappropriate physical or verbal contact with children or adults at risk.
- act in a way that can be perceived as threatening or intrusive.
- let children or adults at risk have your personal contact details (mobile number, email, postal address) or have contact with them via a personal social media account.
- patronise or belittle children or adults at risk allow yourself to be drawn into inappropriate behaviour/making suggestive or derogatory remarks or gestures in front of children or

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adults at risk.

- jump to conclusions about others without checking facts.
- exaggerate or trivialise abuse issues.
- show favouritism to any individual.
- rely on your good name or that of the organisation to protect you.
- believe 'it could never happen to me'.
- take a chance when common sense, policy or practice suggests another more prudent approach.

You should:

- Be aware of the further guidance on how to both handle and report incidents and abuse provided on the Charity Commission website, found here
- consult the NSPCC Helpline when support is needed, by calling 0808 800 5000 or emailing help@nspcc.org.uk.
