



Peace & Grace CIC

Mums/Women/children/Young People Project

Safeguarding Children and Vulnerable Adults Policy and Procedures

1. Purpose

This policy aims to ensure the safety and well-being of children and vulnerable adults involved with **Peace&Grace CIC**. It outlines our commitment to preventing abuse, neglect, and exploitation and provides a framework for safeguarding procedures.

2. Scope

This policy applies to all staff, volunteers, contractors, and partners working with or on behalf of **Peace&Grace**.

3. Definitions

Child: Any person under the age of 18.

Vulnerable Adult: Any person aged 18 or over who is or may need community care services because of disability, age, or illness, and who is or may be unable to take care of themselves or protect themselves against significant harm or exploitation.

Abuse: A violation of a child's human and civil rights by any other person or persons. This includes physical, emotional, sexual, and financial abuse, as well as neglect.

4. Principles

Zero Tolerance: Abuse, neglect, and exploitation will not be tolerated under any circumstances.

Best Interests: The welfare of children is paramount. All actions taken must prioritize their safety and well-being.

Empowerment: Supporting children to understand their rights and make informed decisions.

Prevention: Taking proactive steps to prevent abuse and neglect.

Proportionality: Responding to the risk presented in the least intrusive way appropriate to the situation.

Partnership: Working with other agencies and organizations to safeguard children.

Accountability: Maintaining transparent and consistent practices in safeguarding efforts.

5. Responsibilities

5.1. Peace&Grace CIC Responsibilities

Implement and regularly review safeguarding policies and procedures.

Ensure staff and volunteers receive adequate training on safeguarding.

The appointed Designated Safeguarding Lead is Patience Palmer to oversee safeguarding activities.

5.2. Staff and Volunteer Responsibilities

Shall be aware of and adhere to the safeguarding policy and procedures.

Shall attend mandatory safeguarding training.

Shall report any concerns or suspicions of abuse or neglect to the DSL (Patience Palmer).

5.3. Designated Safeguarding Lead (DSL) Responsibilities

Shall act as the main point of contact for safeguarding concerns.

Shall ensure proper reporting and documentation of safeguarding issues.

Shall liaise with LBBD Safeguarding Designated Officer regarding safeguarding matters.

Shall provide support and guidance to staff and volunteers on safeguarding issues.

6. Procedures

6.1. Recognizing Abuse

All staff and volunteers must be vigilant in recognising signs of abuse, which may include, but are not limited to:

Physical Abuse: Unexplained injuries, bruises, burns, or fractures.

Emotional Abuse: Excessive withdrawal, fearfulness, or extreme behaviour.

Sexual Abuse: Inappropriate sexual behaviour or knowledge for the child's age, physical symptoms such as pain or bleeding in the genital area.

Neglect: Poor hygiene, malnutrition, unattended medical needs, or consistent lack of supervision.

6.2. Reporting Concerns

Any concerns or suspicions must be reported immediately to Patience Palmer the DSL.

In the absence of the DSL, concerns should be reported to the Deputy Safeguarding Lead or another senior staff member (Eunice Nosaye or Adeline Danquah).

If a child is in immediate danger, contact emergency services at 999 without delay.

6.3. Responding to Disclosures

Listen: Stay calm and listen carefully, allowing the child to speak at their own pace.

Reassure: Reassure the child that they have done the right thing by telling you.

Inform: Do not promise confidentiality; explain that the information must be shared with appropriate authorities to ensure their safety.

Record: Make a detailed note of what the child has said, using their own words, and report it to the DSL as soon as possible.

6.4. Investigating Concerns

The DSL will assess the reported concerns and determine the appropriate course of action.

If necessary, the DSL will refer the case to external agencies, such as social services or the police.

All investigations will be conducted with sensitivity and confidentiality.

7. Confidentiality and Information Sharing

Information regarding safeguarding concerns should be shared on a need-to-know basis only.

Maintain confidentiality of all parties involved while ensuring that appropriate information is shared with relevant authorities.

8. Training and Awareness

All staff and volunteers must undergo initial safeguarding training upon joining the organization and regular refresher training thereafter.

The organization will provide opportunities for continuous professional development on safeguarding issues.

9. Monitoring and Review

This policy will be reviewed annually or whenever there are significant changes in legislation or organizational practices.

Feedback from staff, volunteers, and service users will be considered in the review process.

10. Contacts

Designated Safeguarding Lead (DSL)

Name: Pat Palmer

Contact Information: 07904307194

Deputy Safeguarding Leads

Names: Eunice Nosaye and

Contact Information: **07446009973**

Name: Adeline Danquah

Contact mobile number: 07485005325

External Contacts

LBBD Local Authority Safeguarding Team: **02082272466**

Police: 999 Emergency Services

By adhering to this policy, we commit to creating a safe and supportive environment for all children and vulnerable adults who engage with our organization.