



ISCA COMMUNITY ENTERPRISES

The Beacon, Pendragon House, Beacon Lane, Exeter, EX4 8LZ

SAFEGUARDING POLICY

March 2023

Tel No: 01392 327743

E-mail address: info@thebeaconcentre.org

Registered Charity Number: 1161023

Date Charity established: 16th March 2015

ISCA COMMUNITY ENTERPRISES

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Section 1: Details of the organisation

Name of Place of activity: **The Beacon Community Centre**

Organisation: Isca Community Enterprises (A Charitable Incorporated Organisation)

Address: Pendragon House, Beacon Lane, Exeter, EX4 8LZ

Tel No: **01392 327743**

General Email address: **info@thebeaconcentre.org**

Chair of Trustees: **Stephen Hudson MBE**

Safeguarding Lead Name: **Wendy Robinson**

Safeguarding Lead Contact Email: **wendyrobinson12@gmail.com**

Organisation Deputy Safeguarding Lead: **Richard Cummings**

Contact Phone Number and Email Details: **manager@iscace.org - 01392 462557**

Charity Number: **1161023**

Insurance Company: **Aviva Insurance**

The following is a brief description of our organisation and the type of work / activities we undertake with children and adults who have care and support needs:

Section 2: Our Commitment

Isca Community Enterprises predominantly provides services out of the Beacon Community Centre. The strategic aim of The Beacon is to serve the local people of Beacon Heath with a variety of activities that promote education, well-being and community cohesion. Our priority is to serve children and their families, teenagers, and people aged 55+. All the activities we provide are ensuring a greater sense of community cohesion in the locality surrounding the centre. We are also creating educational and welfare resources for the local community and enabling people to access services and support bodies for their particular needs. For our key strategic groups there are weekly activities for toddlers and young families, teenagers and people aged 55+. Alongside the weekly activities we have run seasonally-specific activities for families that have particularly served vulnerable local families in need of additional support over the holidays.

In addition Isca Community Enterprises may provide community services that align to the strategic aims, values and purpose of the charity.

As a charity of Trustees, we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child." As Trustees we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by Thirtyone:eight (see thirtyoneeight.org).

The Trustees and management of Isca Community Enterprises (The Trustees) undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- the Trustees agree not to allow the document to be copied by other organisations.

Section 3: Prevention

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

In order to safeguard those in our organisation we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.
2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Also, for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and indicators of abuse are found in Appendix 1 of this policy. Details on how to respond to a disclosure of abuse, are included here in our policy.

Safer recruitment

The Trustees will ensure all workers will be appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post
- All job advertisements contain a statement of our commitment to safeguarding
- Those applying have completed an application form and a self-declaration form
- Any gaps in employment have been clarified
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- A further disclosure and barring re-check will be completed every 3 years where necessary
- Qualifications where relevant have been verified

- A suitable training programme is provided for the successful applicant
- The applicant has successfully completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.
- We will follow a safe recruitment procedure for volunteers..

Safeguarding training

The Trustees are committed to on-going safeguarding training and development opportunities for all workers and volunteers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers and volunteers will receive induction training and, where appropriate, undertake recognised safeguarding training on a regular basis. The Trustees will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Management of Workers – Codes of Conduct

As Trustees we are committed to supporting all workers and volunteers and ensuring they receive support and supervision. This policy is made available to all staff and volunteers. The Trustees to follow the principles found within the 'Abuse of Trust Caring for young people and the vulnerable: Guidance for preventing abuse of trust' issued by the Home Office. It is therefore unacceptable for those in a position of trust to engage in any behaviour which might be perceived as coercive and controlling or allowing a sexual relationship to develop for as long as the relationship of trust continues.

Anti-Bullying

Isca Community Enterprises is committed to a culture where any form of bullying or harassment are not acceptable and that those using the Beacon or other services, as well as workers are safeguarded from distress and potential harm.

Bullying is the use of force, coercion, hurtful teasing or threat, to abuse, aggressively dominate or intimidate. The behaviour is often repeated and habitual. Harassment is unwanted behaviour related to a protected characteristic and is unlawful under the Equality Act 2010 (please see Equality and Diversity Policy).

Workers, paid or voluntary, who are feeling bullied or harassed should follow the reporting procedure within the Equality and Diversity Policy and Grievance Policy.

Bullying and harassment are also not acceptable between those who attend the Beacon in any capacity or within any community services. Isca Community Enterprises will at all times encourage a culture of respect, where people are treated with respect and dignity at all times and where diversity is welcomed.

Section 4: Guidelines

Practice Guidelines

As an organisation working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

Working in Partnership and Hiring our Premises

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines regarding our expectations of those with whom we work in partnership. We will discuss with all partners our safeguarding expectations and require them to agree to our policy and procedures as well as have their own policy and procedure in place.

Regarding hiring of our premises, It is our expectation that any organisation delivering services to children using our premises, as part of the letting agreement will have their own policy that meets our safeguarding standards.

We believe good communication is essential in promoting safeguarding, both with those we wish to protect, with everyone involved in working with children and adults and with all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

Section 5: Responding to Allegations

Please also refer to our Management of Allegations Policy and Procedure

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse. Where an allegation is made regarding someone other than Isca Community Enterprises Staff, Trustees or Volunteers follow procedures as below:

Documenting a concern:

The worker or volunteer should make a report of the concern in the following way:

The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: (hereafter the "Safeguarding Lead") Wendy Robinson

Tel: 01392 327743

Email: wendyrobinson12@gmail.com

Name: (hereafter the "Deputy") Richard Cummings

Tel: 01392 462557

Email: manager@iscace.org

The above are nominated by the Trustees to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

If the suspicions implicate both the Safeguarding Lead and the Deputy, then the procedure in our Management of Allegations Policy must be followed

Name of local authority: Devon Children & Families Partnership (DCFP) Children's Social Services/MASH

Tel: 0345 155 1071

Emergency Tel: 999

Email: mashsecure@devon.gov.uk

Website Address: www.dcfp.org.uk

Adult Social Services Devon Safeguarding Adults Partnership

Tel: 0345 155 1007 (out of hours 0345 6000 388)

Emergency Tel: 999

Email: CSC.caredirect@devon.gov.uk

Website Address: devonsafeguardingadultspartnership.org.uk

Police Protection Team Tel: 101

- The Safeguarding Lead may need to inform others depending on the circumstances and/or nature of the concern
- Chair or Trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
- Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Lead or Deputy should not delay referral to Social Services, the Police.
- The Trustees will support the Safeguarding Lead/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies, although the Trustees hope that members of the organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead (s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Trustees demonstrate their commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding Lead/Deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

Detailed procedures where there is a concern about a child:

Allegations of physical injury, neglect or emotional abuse.

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Lead/Deputy will:

- Contact Children's Social Services for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- In these circumstances, not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g., poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact MASH direct for advice.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Lead/Deputy will:

- Contact the MASH Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.

- Seek and follow the advice given by MASH if for any reason they are unsure whether to contact Children's Social Services/Police.

Detailed procedures where there is a concern that an adult needs protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse, FGM.

If there is concern about any of the above, Safeguarding Lead/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

If there is a concern regarding spiritual abuse, the Safeguarding Lead will:

- Identify support services for the victim i.e., counselling, or other pastoral support
- Contact an affiliated church organisation and in discussion with them will consider appropriate action with regards to the scale of the concern.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services regarding the suspension of the worker
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

Allegations of abuse against a person who works with adults with care and support needs

The safeguarding Lead will:

- Liaise with Adult Social Services in regards the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the organisation.

Section 6: Pastoral Care

Pastoral Care

Supporting those affected by abuse

The Trustees are committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of organisation. Support will be given through existing pastoral care structures within Isca Community Enterprises or by referral onto specialist organisations if required.

Working with offenders and those who may pose a risk – please also refer to our Ex-Offenders' Policy

When someone attending the organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Trustees will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

Appendix 1: Definitions, Signs and Indicators

Definitions, Signs and Indicators of Abuse

Statutory Definitions of Abuse (Children)

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.

Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2010)':

What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as

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involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

SIGNS OF POSSIBLE ABUSE (CHILDREN & YOUNG PEOPLE)

The following signs could be indicators that abuse has taken place but should be considered in context of the child's whole life.

Physical

Injuries not consistent with the explanation given for them
Injuries that occur in places not normally exposed to falls, rough games, etc
Injuries that have not received medical attention
Reluctance to change for, or participate in, games or swimming
Repeated urinary infections or unexplained tummy pains
Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation
Cuts/scratches/substance abuse

Sexual

Any allegations made concerning sexual abuse
Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
Age-inappropriate sexual activity through words, play or drawing
Child who is sexually provocative or seductive with adults
Inappropriate bed-sharing arrangements at home
Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
Eating disorders - anorexia, bulimia

Emotional

Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
Depression, aggression, extreme anxiety.
Nervousness, frozen watchfulness
Obsessions or phobias
Sudden under-achievement or lack of concentration
Inappropriate relationships with peers and/or adults
Attention-seeking behaviour
Persistent tiredness
Running away/stealing/lying

Neglect

Under nourishment, failure to grow, constant hunger, stealing or gorging food
Untreated illnesses
Inadequate care, etc
Persistent tiredness
Running away/stealing/lying

How to Respond to a child - Effective Listening

Ensure the physical environment is welcoming, giving opportunity for the child to talk in private but making sure others are aware the conversation is taking place.

- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen.
- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille et

HELPFUL RESPONSES

- You have done the right thing in telling
- I am glad you have told me
- I will try to help you

DON'T SAY

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- I am shocked, don't tell anyone else

Appendix 1b Safeguarding Vulnerable Adults

Definition of a Vulnerable adults:

A vulnerable adult is defined by the UK Department of Health: A person aged 18 years or older: who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation

Types of abuse:

Types and signs of abuse can often be difficult to detect, many are criminal offences and should be treated as such.

Types of abuse include:

- Physical abuse
- Domestic violence or abuse
- Financial or material abuse
- Sexual abuse
- Psychological or emotional abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect or acts of omission
- Online abuse
- Self neglect

Signs that may indicate abuse:

- Changes in behaviour/demeanour
- Injuries/bruising with suspect explanation
- Damage to property
- Signs of mental health issues such as self harming and low self esteem
- Signs of anxiety
- Missing personal possessions
- Unexplained withdrawals from personal accounts
- Lack of respect/dignity by care providers

Appendix 2: Protection of Children and Adults Policy Statement

The Beacon, Pendragon House, Beacon Lane, Exeter, EX4 8LZ

The following statement was agreed by the Trustees on: May 2023

- This organisation is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults and children at risk of harm and abuse and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults and children and will ensure all our policies and procedures will reflect this.
- We believe all adults and children should enjoy and have access to every aspect of the life of the organisation
- We undertake to exercise proper care in the appointment and selection of those who will work with children and adults with care and support needs, whether employed or volunteers
- We believe every child should be valued, safe and happy. We want to make sure that the children we have contact with know this and are empowered to tell us if they are experiencing significant harm.

We are committed to:

- Following statutory and specialist guidelines in relation to safeguarding children and adults and will ensure that all workers will work within the agreed procedure of our safeguarding policy.
- Implementing the requirements of the Disability Discrimination Acts 1995 and 2005, Equality Act 2010 and all other relevant legislation.
- Supporting, resourcing, and training those who undertake this work.
- Ensuring that we are keeping up to date with national and local developments relating to safeguarding.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this organisation
- Supporting all in the organisation affected by abuse.

We recognise:

- Children's Social Services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy annually.

If you have any concerns for a child or adult, then speak to one of the following who have been approved as safeguarding coordinators for this place.

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ISCA CE Safeguarding Policy adopted: December 2020
Reviewed: March 2023, Amended and agreed 27th November 2023

Review: annually

Wendy Robinson - Safeguarding Lead

Rich Cummings - Deputy Safeguarding Coordinator

A copy of this policy is available on our website – it can be provided in other formats on request. A paper copy is held at the Beacon Centre.

Appendix 3: Safeguarding Standards

Ten Safe and Secure Safeguarding Standards

(Edited and used by kind permission from 'Staying Safe and Secure', CCPAS, 2018)

Standard 1

Organisations should adopt a formal, working safeguarding policy.

Standard 2

Organisations must develop safeguarding awareness and provide training.

Standard 3

Organisations should adopt a formal recruitment policy for both paid and voluntary workers.

Standard 4

Workers, paid and voluntary, should be appropriately managed, supervised and supported.

Standard 5

Organisations must ensure they adopt safe working practice.

Standard 6

Organisations should ensure that workers know how to talk with, listen and relate to children and adults with whom they come in contact.

Standard 7

Workers must develop awareness of the issues surrounding abuse, be able to recognise possible signs and symptoms and respond appropriately.

Standard 8

Organisations should ensure pastoral care and support is available to all those affected by abuse.

Standard 9

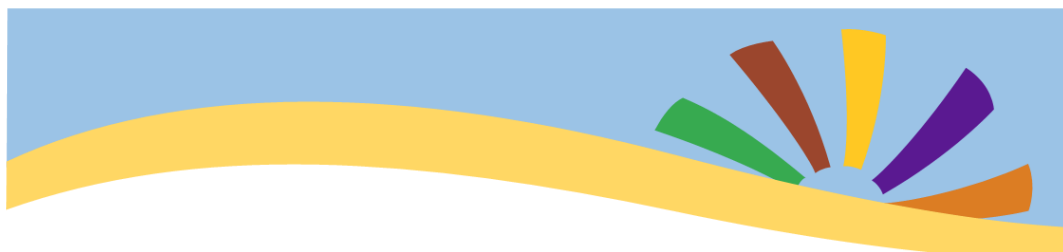
Organisations must supervise and manage those who pose a risk to children.

Standard 10

Organisations working in specialised areas, culturally diverse settings or through partner organizations or agencies must ensure appropriate safeguarding policies and procedures are in place.

Appendix 4: Safeguarding Poster

The following poster will be displayed at the Beacon Community Centre, with the relevant information stated.



Safeguarding is our priority

We are committed to keeping the Beacon safe by following statutory guidelines and good working practice

Safeguarding Lead:

Wendy Robinson
wendyrobinson12@gmail.com

Deputy Safeguarding Lead:

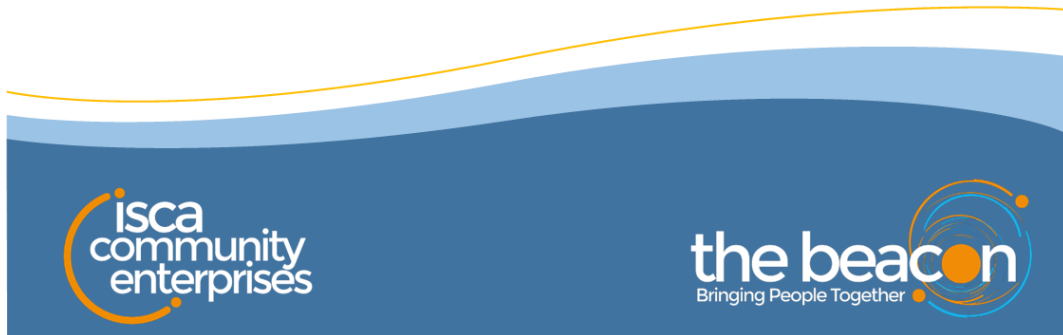
Rich Cummings
manager@iscace.org - 01392 462557

Centre Manager:

Kate Galliford
manager@thebeaconcentre.org

In an emergency please contact MASH:

mashsecure@devon.gov.uk
0345 155 1071



Appendix 5: Record of disclosure example

RECORDING OF DISCLOSURE

Name of child/vulnerable adult: Date

Description

Name of Person completing this form