



SAFEGUARDING CHILDREN & VULNERABLE ADULTS POLICY

DESIGNATED SAFEGUARDING OFFICER: Steve Waide – steve@beyondthephysical.co.uk

POLICY LOCATION: <https://beyondthephysical.co.uk/policies/>

1. PURPOSE

This policy sets out Beyond the Physical's approach to safeguarding and promoting the welfare of children and vulnerable adults. It applies to all aspects of our work and to everyone working for the company, including permanent and temporary employees, contractors and self-employed contracted consultants.

2. STRATEGIC CONTEXT

Our policy is underpinned by 3 core principles:

- children and learners come first
- independence
- accountability and transparency

This means that everything we do should be in the interests of children and young people. This includes ensuring that any stakeholders we work with have effective procedures in place for keeping children and vulnerable adults safe from abuse, neglect and exploitation.

3. DEFINITIONS

Beyond the Physical uses definitions of the term 'safeguarding' from statutory guidance.

Safeguarding children is defined in 'Working together to safeguard children' as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Safeguarding vulnerable adults is defined in the 'Care and support statutory guidance' issued under the Care Act 2014 as:

- protecting the rights of adults to live in safety, free from abuse and neglect

- people and organisations working together to prevent and stop both the risks and experience of abuse or neglect
- people and organisations making sure that the adult's wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action
- recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and therefore potential risks to their safety or well-being

4. RECRUITMENT

Beyond the Physical carry out safe recruitment checks on everyone who works for us. All roles require a Disclosure and Barring Service (DBS) and references before the individual joins us. Many individuals, including all those working with children and vulnerable adults, will be subject to an enhanced DBS check and a check of social media because their role may bring them into regular contact with children and vulnerable adults.

Anyone interviewed for a post with Beyond the Physical, either internally or from outside the organisation, will need to show an understanding of safeguarding that is relevant to the role that they are applying for.

5. EXPECTATIONS OF STAFF

Everyone working for Beyond the Physical has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children and vulnerable adults in all aspects of their work.

Anyone who works for Beyond the Physical must inform their manager if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child or vulnerable adult. If anyone is in doubt whether the situation or allegation is relevant they should:

- refer to the 'definitions of safeguarding and protection of vulnerable adults'
- seek advice from the designated Safeguarding lead or their line manager

6. SAFEGUARDING TRAINING

Beyond the Physical are committed to ensuring that everyone who works for us understands their safeguarding responsibilities and keeps their knowledge up to date. All staff must complete an online safeguarding training package within 3 months of taking up post, and after that at 3-yearly intervals. There will also be

regular refresher training for staff on safeguarding children and vulnerable adults, including on specific areas of risk and safeguarding practice.

7. ACTING ON SAFEGUARDING CONCERNS

Safeguarding is everyone's responsibility if you are worried about a child or vulnerable adult it is important that you report your concerns – no action is not an option.

- i. If you are worried about a child then you need to report your concerns to the designated Safeguarding Officer.
- ii. If the issue is one of poor practice the Safeguarding Officer will either:
 - deal with the matter themselves or
 - seek advice from the local safeguarding agencies
- iii. If the concern is more serious – possible child abuse, contact the Safeguarding Officer first, then immediately contact the Police or Children's Services
- iv. If the child/vulnerable adult needs immediate medical treatment take them to a hospital or call an ambulance and tell them this is a child protection concern. Let the Safeguarding Officer know what action you have taken.

8. LEARNING AND IMPROVING

We are determined to keep improving our knowledge and understanding of how best to protect children and vulnerable adults. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding in our work.

We will carry out in-depth reviews of our actions in cases where children suffer serious harm while under the care of providers that we regulate or inspect, and where these cases raise questions about Beyond the Physical's practice that need to be examined. The main purpose of the reviews is to learn lessons about when our systems need to improve to protect children better in future. We will also promote a culture in which we are able to highlight and review near misses to learn and improve our practice.

9. DESIGNATED SAFEGUARDING OFFICER

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