

SMBN SAFEGUARDING POLICY

Updated 1st January 2023

Purpose

This policy sets out SMBN'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 SMBN, including volunteers and self-employed contractors.

Definitions

SMBN uses definitions of the term 'safeguarding' from statutory guidance.

Safeguarding children is defined in <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2> 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 <https://www.gov.uk/government/publications/care-act-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

Recruitment

SMBN carries out safe recruitment checks on everyone who works or volunteers for us. All roles require a Disclosure and Barring Service (DBS), references and a check of social media because their role may bring them into regular contact with children and vulnerable adults.

Directors have Enhanced DBS checks.

Anyone interviewed for a post with SMBN, 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.

Expectations of staff and inspectors

Everyone working for SMBN 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 SMBN must inform the DSL 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 <https://www.gov.uk/government/publications/ofsted-safeguarding-policy/ofsted-safeguarding-policy#definitions>
- seek advice from a Director

Safeguarding training

SMBN is committed to ensuring that everyone who works for us understands their safeguarding responsibilities and keeps their knowledge up to date. All employees and volunteers will undertake formal training on safeguarding children and vulnerable adults, via NCVO training courses.

Acting on safeguarding concerns

No one working for SMBN should investigate concerns about individual children or vulnerable adults who are or may be being abused or who are at risk. However, this does not mean that we should do nothing when we learn of a concern. We all have a responsibility to make sure that concerns about children and vulnerable adults are passed to the agency that can help them without delay.

If anyone is concerned that a child or vulnerable adult is at risk of being abused or neglected, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

Any employee or member of the for SMBN who has concerns about the behaviour of a member of our community must always raise this with a director as quickly as possible.

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.

Julie Hawkins

DSL (Designated Safeguarding Lead)

January 2023