



Social Inclusion Recovery Group
SIRG
Safeguarding Policy

Key Contacts

Director Team		
Sabrina Dixon	Managing Director Email: sabrina@sirglondon.org Tel:	
Richard Johnson	Operations Director Email: richard@sirglondon.org Telephone:	

Table of Contents

Our Commitment	4
Introduction	4
Key Principles	4
The aims of this policy are;	5
Safer Working Practice	5
Safeguarding Information	5
Reporting Procedures for Safeguarding	6
What to do	6
Whistleblowing	6

SIRG Safeguarding Policy

Our Commitment

Social Inclusion Recovery Group (SIRG) is committed to safeguarding and promoting the welfare of all its stakeholders. We recognise that both internal and external stakeholders both young and old may be especially vulnerable to abuse and may find it difficult to develop a sense of worth and to view the world in a positive way. We will always take a considered and sensitive approach in order that we can provide relevant and appropriate support for all and accept that their welfare is of paramount importance. SIRG understands the concept of Contextual Safeguarding that understands and responds to, young people's and adults experiences of significant harm beyond their families. We recognise that the different relationships that people form in their neighbourhoods, schools and online can feature violence and abuse. Parents, carers and other responsible adults may have little influence over these contexts.

Introduction

SIRG's Safeguarding Policy applies to all members, volunteers, young people and adults which demonstrates how it can keep all of its stakeholders secure from harm.

This document should be read in conjunction with the following policies/guidance:

- Equality policy

Key Principles

- Our policy applies to all members and volunteers who have a role with SIRG
- We check that there are no known reasons or information available that would prevent members or volunteers from working with our clients.
- We make sure that members and volunteers receive appropriate training and regular updates to help them carry out their role well.
- We have procedures about how to safeguard and promote the welfare of young people and adults connected to our advocacy programmes
- Directors are fully aware of their responsibility to ensure that they comply with their duties under legislation.
- Directors will appoint a Designated Safeguarding Member
- All employed members and volunteers will require an enhanced DBS to work with clients associated with SIRG.

The aims of this policy are;

- To ensure that all stakeholders are safe and feel that they are able to put the welfare of all clients first without concern that there will be any negative consequences attached to their actions.
- To ensure that all stakeholders who have contact with clients have been properly vetted and cleared as suitable to work and support stakeholders.
- To ensure that Directors, members and volunteers are aware of this policy and are adequately trained
- To notify the appropriate agencies if abuse is suspected
- To cooperate with other agencies and the local authority in safeguarding investigations
- To DBS check all Directors, members and volunteers that have direct access to young people or vulnerable adults
- To ensure that all adults who have contact with children in school or adults under clinical care have been trained or instructed to undertake their safeguarding responsibilities effectively.

Safer Working Practice

SIRG will comply with any and all legal requirements in relation to safeguarding procedures. Safe working practice ensures that clients are safe and that all members and volunteers:

- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Work in an open and transparent way
- Work with other colleagues, members and volunteers where possible in situations open to question
- Discuss and/or take advice from Directors or Designated Safeguarding Member over any incident which may give rise to concern.
- Record any incident or decisions made.
- Apply the same professional standards regardless of gender, race, disability or sexuality.
- Are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them

Safeguarding Information

This is read in conjunction with the policy on Data Protection and Privacy. All clients are aware that they can talk to any member or volunteer at any time if they have a concern or worry. Clients will be informed during referral about the steps taken to secure their information.

Directors should ensure that:

- The policies and procedures relating to Safeguarding Policy are adopted by the Board are fully implemented.
- All members or volunteers feel able to raise concerns about poor or unsafe practice in regard to clients and that such concerns are addressed sensitively and effectively in a timely manner.

Reporting Procedures for Safeguarding

Where there are any general concerns about a client, members or volunteers should discuss these with the Designated Safeguarding Member.

Volunteers and Members

- may witness the abuse or neglect
- may experience intentional or unintentional harm from an adult they are trying to support
- may unintentionally or intentionally harm or neglect the adult they support

How might abuse come to light?

- Someone discloses abuse
- Witness an event happening
- Notice changes in behaviour
- Notice physical indicators of abuse

If someone tells you they are being or have been abused.

- Stay calm and listen
- Be objective
- Empathise
- Take them seriously and offer support
- Keep them safe if necessary
- Make a written record of what you have been told, note the time and date
- Preserve any evidence

What to do

Immediate risk- Call emergency services first

- Speak to Designated Safeguarding Member
- Contact Social Care direct on 0345 60 80 191 (07797 878 111 by text) out of hours 01323 60 80 191

When a concern is reported to Adult Social Care ASC they will need the following information:

- Is there an immediate or future risk?

Whistleblowing

If Directors, members or volunteers have any concerns about people working in a paid or unpaid capacity with children, they have a duty of care (and in some cases a professional duty) to inform the Managing Director or other Directors on the Board if the concern is about the Managing Director. This can be done in writing or verbally and such issues will be managed with sensitivity and confidentiality.