

SAFEGUARDING POLICY

Introduction

RISE UP is committed to providing a safe and secure environment for all children, young people, and vulnerable adults participating in our activities, programmes, or events. We recognise our responsibility to safeguard their welfare and protect them from abuse or harm. This policy outlines our commitment to safeguarding and sets out the procedures we will follow to ensure the safety and well-being of all individuals involved in our organisation.

Scope

This policy applies to all trustees, staff, volunteers, contractors, and anyone else representing RISE UP who may come into contact with children, young people, or vulnerable adults during the course of our activities.

Legal Framework

We are committed to adhering to all relevant legislation, statutory guidance, and best practices concerning safeguarding, including but not limited to:

- The Children Act 1989 and 2004
- Working Together to Safeguard Children (2023)
- The Protection of Freedoms Act 2012
- Safeguarding Vulnerable Groups Act 2006
- Care Act 2014
- Mental Capacity Act 2005
- Human Rights Act 1998
- Police Reform and Social Responsibility Act 2011

Key Principles

- The welfare and safety of children, young people, and vulnerable adults are paramount.
- Everyone has the right to be protected from harm, abuse, or exploitation.
- We will take all allegations and suspicions of abuse or harm seriously and respond to them promptly and appropriately.
- We will provide support and guidance to individuals who disclose abuse or harm.
- Confidentiality will be maintained in line with our confidentiality policy, except where there are safeguarding concerns.

Safer Recruitment

We have robust recruitment procedures in place to ensure that all individuals working with children, young people, or vulnerable adults are suitable for their roles. This includes:

- Obtaining appropriate references
- Conducting Disclosure and Barring Service (DBS) checks
- Providing relevant safeguarding training and awareness - Appendix 1

Code of Conduct

All trustees, staff, volunteers, and representatives must adhere to our code of conduct, which outlines expected behaviours when working with children, young people, or vulnerable adults. This includes: treating everyone with respect and dignity, maintaining appropriate and professional boundaries, and reporting any concerns or suspicions of abuse or harm. - see Appendix 2
Recognising and Responding to Concerns

We will ensure that all individuals involved with RISE UP receive training on recognising the signs and indicators of abuse or harm (Appendix 3). Anyone who has concerns about the welfare of a child, young person, or vulnerable adult must report them immediately to Roman Dibden - roman.dibden@riseupuk.org, 07842571309

Record-Keeping

Accurate records will be kept of all safeguarding concerns, disclosures, and actions taken. These records will be kept securely and confidentially in line with data protection legislation. - Appendix 4

Partnership Working

We will work in partnership with relevant agencies and organisations to promote the safety and well-being of children, young people, and vulnerable adults. This will include local authorities, safeguarding boards, and other charities or community groups where we operate e.g.

London - <https://www.londonscb.gov.uk>.

Manchester - <https://www.manchestersafeguardingpartnership.co.uk>

As we expand our geographical reach, we will engage with appropriate local authorities, sharing information and updating our list of key contacts.

Privacy and Data Protection

We will seek formal permission for the use of images or quotes as part of our programme induction. Apart from child protection issues, photographs and quotes/interviews that identify the person are classed as personal information, and are therefore governed by Data Protection laws.

Review and Monitoring

This policy will be reviewed by the Board annually in April, and updated as necessary to ensure it remains current and effective. Any changes will be communicated to all relevant individuals. This policy was last reviewed - 10/4/2024

Implementation

All trustees, staff, volunteers, and representatives of RISE UP are responsible for familiarising themselves with and adhering to this safeguarding policy. Failure to comply with this policy will result in the immediate termination of the relationship.

Contact Information

For further information or to report a safeguarding concern, please contact:

Roman Dibden- roman.dibden@riseupuk.org

Signed: Roman Dibden, RISE UP Head of Charity, April 2024

Date of Policy Approval: 10/04/2024

Appendix 1

Safeguarding Training Plan

RISEUP will conduct a quarterly assessment, to identify the safeguarding training needs of all trustees, staff, volunteers, and representatives. This assessment should consider roles and responsibilities, level of contact with children, young people, or vulnerable adults, and existing knowledge of safeguarding issues.

We will:

Continue to develop and refine tailored safeguarding training modules that cover the following key areas:

- Understanding safeguarding legislation, policies, and procedures.
- Recognising the signs and indicators of abuse or harm. - Appendix 3
- Responding to disclosures and concerns appropriately and sensitively.
- Maintaining professional boundaries and avoiding situations of risk.

- Safeguarding procedures for reporting concerns and seeking support.
- Promoting a culture of safeguarding within the organisation.

Offer a variety of training methods to accommodate different learning styles and preferences, including:

- Face-to-face training sessions led by safeguarding experts or trainers.
- Online training modules accessible through our partner organisations.
- Interactive workshops, case studies, and group discussions to facilitate learning and engagement.
- Regular updates and refresher sessions to ensure ongoing awareness and understanding of safeguarding issues.

Implement a flexible training schedule to ensure that all individuals receive the necessary safeguarding training:

- New staff and volunteers should receive safeguarding training as part of their induction process before commencing their roles.
- Existing staff, trustees, and volunteers should undergo refresher training at regular intervals, ideally annually.
- Training should be scheduled at convenient times and locations to maximise participation and accessibility.

Monitor and evaluate the effectiveness of safeguarding training through:

- Pre- and post-training assessments to measure knowledge gain and retention.
- Participant feedback surveys to gather insights on the quality and relevance of training content and delivery.
- Reviewing safeguarding incidents and responses to identify areas for improvement or additional training needs.

Maintain accurate records of safeguarding training for all individuals involved with the organisation, including:

- Attendance registers or completion certificates for each training session.
- Training dates, topics covered, and trainer/facilitator details.
- Documentation of any additional support or follow-up provided to address specific learning needs or concerns.

RISEUP will regularly review and update the safeguarding training plan and materials to ensure they reflect current legislation, guidance, and best practices. We will seek feedback from participants and stakeholders to inform future training initiatives and improvements. By implementing this safeguarding training plan, we aim to empower our staff, volunteers, and representatives with the knowledge, skills, and confidence to promote a safe and supportive environment for all individuals involved in our organisation.

RD 10/4/2024

Appendix 2

Code of Conduct for Adults Mentoring Vulnerable Young People

Respect and Dignity: Treat all young people with respect, dignity, and kindness, regardless of their background, abilities, or circumstances.

Professional Boundaries: Maintain appropriate professional boundaries at all times. Avoid engaging in behaviours or relationships that could be perceived as inappropriate or exploitative.

Confidentiality: Respect the confidentiality of information shared by the young person, unless there are safeguarding concerns or legal obligations to disclose information.

Safety and Well-being: Prioritise the safety, well-being, and best interests of the young person in all interactions and activities.

Empowerment and Support: Empower young people to make their own decisions and choices, while providing guidance, support, and encouragement as needed.

Communication: Maintain open and honest communication with the young person, actively listening to their concerns, opinions, and feelings.

Professionalism: Conduct yourself in a professional manner, adhering to the policies, procedures, and values of the mentoring program or organisation.

Non-Discrimination: Treat all young people equally and without discrimination, regardless of their race, ethnicity, religion, gender, sexual orientation, disability, or any other characteristic.

Personal Boundaries: Respect the personal boundaries of the young person and refrain from engaging in behaviours that make them feel uncomfortable or unsafe.

Conflict of Interest: Avoid conflicts of interest and refrain from exploiting your position as a mentor for personal gain or advantage.

Positive Role Model: Lead by example and demonstrate positive behaviour, attitudes, and values that young people can emulate.

Safeguarding: Be vigilant for signs of abuse, neglect, or harm, and report any concerns promptly to the designated safeguarding officer or appropriate authorities.

Continued Learning and Development: Engage in ongoing training, education, and professional development to enhance your knowledge and skills in mentoring vulnerable young people.

Accountability: Take responsibility for your actions and decisions, acknowledging and learning from mistakes or errors in judgement.

Ending the Relationship: Respect the young person's autonomy and agency in deciding to end the mentoring relationship, and ensure a smooth transition and closure process.

By adhering to this code of conduct, mentors demonstrate their commitment to providing safe, supportive, and empowering relationships for vulnerable young people, helping them to thrive and reach their full potential.

RD 10/4/2024

Appendix 3

Definition and Signs of Abuse

Physical Abuse: Physical abuse involves any deliberate act that causes physical harm or injury to another person.

Signs: Unexplained bruises, cuts, or burns; frequent injuries; injuries that appear to have been caused by a hand, belt, or other object; fear of physical contact or flinching; unexplained fractures or broken bones; repeated accidents or injuries with inconsistent explanations.

Emotional/Psychological Abuse: Emotional or psychological abuse involves behaviours or actions that inflict mental anguish, fear, or distress on another person.

Signs: Low self-esteem; withdrawal or isolation from friends and family; constant criticism or belittling; threats of harm or abandonment; controlling behaviour; manipulation; emotional instability; feelings of worthlessness or hopelessness.

Sexual Abuse: Sexual abuse encompasses any unwanted sexual activity or behavior imposed on an individual without their consent.

Signs: Unexplained genital infections or injuries; difficulty walking or sitting; sudden changes in behaviour or mood; avoidance of specific people or places; nightmares or sleep disturbances; inappropriate sexual knowledge or behaviour for their age; fear of being alone with certain individuals.

Neglect: Neglect refers to the failure to provide adequate care, supervision, or support, resulting in harm or risk of harm to the individual's health or well-being.

Signs: Poor personal hygiene; untreated medical conditions or injuries; malnutrition or dehydration; inappropriate clothing for the weather; unsanitary living conditions; frequent absences from school or work; lack of supervision or care for dependent individuals.

Financial Abuse: Financial abuse involves the misuse or exploitation of an individual's money, assets, or resources for personal gain without their consent.

Signs: Unexplained withdrawals or transfers of funds; sudden changes in financial circumstances; unauthorised use of credit cards or bank accounts; coercion or pressure to provide financial support; loss of property or possessions without explanation; inability to meet basic needs due to financial exploitation.

Discriminatory Abuse: Discriminatory abuse occurs when an individual is treated unfairly or prejudicially based on their race, ethnicity, religion, gender, sexual orientation, disability, or other characteristic.

Signs: Verbal insults or slurs based on protected characteristics; exclusion from activities or opportunities based on discrimination; harassment or bullying related to personal characteristics; denial of services or benefits due to discrimination; feeling marginalised or disempowered.

Online Abuse: Online abuse involves the use of digital technology, such as the internet, social media, or mobile phones, to harm, exploit, or harass an individual.

Signs: Cyberbullying or harassment through social media platforms or messaging apps; receiving threatening or abusive messages online; unauthorised sharing of personal information or images; grooming behaviour by strangers online; exposure to inappropriate or harmful content online.

Domestic Abuse: Domestic abuse refers to any form of abuse or violence that occurs within a domestic or family relationship.

Signs: Physical injuries with explanations inconsistent with the injury; fear of a partner or family member; controlling behaviour by a partner or family member; isolation from friends and family; financial control or exploitation within the relationship; emotional manipulation or intimidation.

Appendix 4

Procedure for Reporting and Recording Abuse

Immediate Response to Disclosure or Suspicion:

If an individual discloses abuse or if there is a suspicion or concern about the welfare of a child, young person, or vulnerable adult, the following steps should be taken immediately:

- Stay calm and reassure the individual that they have done the right thing by speaking up.
- Listen carefully and respectfully to what they are saying, without making judgments or asking leading questions.
- Avoid promising confidentiality, but assure them that their safety is the priority and that the information will be handled sensitively and confidentially.
- Do not investigate or confront the alleged abuser; this is the role of designated safeguarding professionals.

Any concerns or disclosures of abuse must be reported immediately to the designated safeguarding officer Roman Dibden, who has specific responsibility for managing safeguarding concerns and ensuring appropriate action is taken. roman.dibden@riseupuk.org

The individual who receives the report or disclosure should accurately document all details, including:

- Date, time, and location of the incident or disclosure.
- Name, age, and any other relevant information about the individual(s) involved.
- Nature of the concern or disclosure, including any specific details provided.
- Any actions taken in response to the concern, including who was informed and when.

Depending on the nature and severity of the safeguarding concern, the designated safeguarding officer may need to make a referral to the appropriate statutory authorities, such as:

- Local authority children's services
- Adult social care services
- Police
- National Society for the Prevention of Cruelty to Children (NSPCC)
- Local safeguarding partnerships or boards

Support will be provided to individuals who report abuse, including access to counselling, advocacy, or other relevant services. Remember to take care of yourself, especially if the conversation is emotionally challenging. Seek support from colleagues, supervisors, or counsellors if needed, and practice self-care techniques to manage any stress or emotions that arise.

All information related to safeguarding concerns, disclosures, and actions taken should be treated with the utmost confidentiality and in accordance with data protection legislation. Personal information should only be shared on a need-to-know basis and in line with policies and procedures.

RISEUP will regularly review and monitor the effectiveness of the reporting procedure to ensure it remains robust and responsive to safeguarding concerns. We will seek feedback from individuals involved in the reporting process to identify areas for improvement or additional support.