

Safeguarding Policy

For From Recovery to Discovery

1. Introduction

From Recovery to Discovery is committed to safeguarding and promoting the welfare of all children, young people, and adults at risk who engage with our services. We recognise our duty to ensure a safe environment where individuals are protected from harm, abuse, and neglect.

This policy applies to all staff, volunteers, trustees, and contractors who work with or come into contact with children and adults at risk through our organisation.

2. Legal Framework

This policy is informed by the following legislation and guidance:

- Children Act 1989 & 2004
- Social Services and Well-being (Wales) Act 2014
- Working Together to Safeguard People (Wales)
- Keeping Learners Safe (Welsh Government Guidance)
- Protection of Freedoms Act 2012
- Equality Act 2010
- General Data Protection Regulation (GDPR) & Data Protection Act 2018

3. Definitions

Children and Young People

A child is defined as anyone under the age of 18.

Adults at Risk

An adult at risk is someone aged 18 or over who has care and support needs, may be unable to protect themselves from abuse or neglect, and is at risk of harm.

Types of Abuse

Abuse can take many forms, including but not limited to:

- Physical Abuse – Hitting, shaking, or other physical harm
- Emotional Abuse – Bullying, threats, intimidation
- Sexual Abuse – Inappropriate touching, exploitation
- Neglect – Failing to provide basic care
- Financial Abuse – Misuse of money, fraud
- Discriminatory Abuse – Harassment based on race, gender, disability

4. Roles and Responsibilities

Designated Safeguarding Lead (DSL)

[Name of DSL] is the designated safeguarding lead, responsible for overseeing safeguarding procedures, training staff, and acting as the first point of contact for concerns.

All Staff and Volunteers

All individuals working with From Recovery to Discovery must:

- Be aware of the signs of abuse and neglect
- Follow safeguarding procedures
- Report concerns to the DSL
- Attend safeguarding training

Trustees/Management

The leadership team ensures that safeguarding policies are in place, reviewed regularly, and implemented effectively.

5. Safe Recruitment

We follow a rigorous recruitment process, including:

- Enhanced Disclosure and Barring Service (DBS) checks for relevant roles
- Verification of identity, qualifications, and references
- Safeguarding training for all staff and volunteers

6. Reporting and Responding to Concerns

If a safeguarding concern arises:

1. Immediate Action – If there is an immediate danger, call 999.
2. Report – Inform the DSL as soon as possible.
3. Record – Write an objective account of the concern using our safeguarding incident form.
4. Action by DSL – The DSL will assess the situation and, if necessary, refer to the local Social Services Safeguarding Team or the Police.
5. Support – Provide appropriate support to those affected.

Confidentiality

All safeguarding concerns will be handled with sensitivity and shared only on a need-to-know basis.

7. Training and Awareness

- All staff and volunteers will receive regular safeguarding training.
- Induction training will include safeguarding procedures.
- Updates will be provided as legislation or best practice changes.

8. Preventing Abuse and Promoting a Safe Environment

We aim to prevent harm by:

- Creating a culture of openness and respect
- Ensuring safe environments for learning and interaction
- Encouraging people to raise concerns
- Having clear codes of conduct for staff and volunteers

9. Whistleblowing Policy

If a staff member believes that safeguarding concerns are not being properly addressed, they should follow our Whistleblowing Policy or contact the Care Inspectorate Wales (CIW) or Social Services directly.

10. Policy Review

A G Clucas will monitor the implementation of this policy.

This policy will be reviewed annually or sooner if there are legislative changes.

Approved by: A G Clucas

Position: Managing Director

Date 01/01/2025

Date of next review : 01/01/2026