

HACRO

The Hertfordshire Association for the Care and Rehabilitation of Offenders

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HACRO: SAFEGUARDING POLICY

Number 3-5 rev 9

1. Introduction

1.1 HACRO is committed to safeguarding all children, young people and adults that it comes into contact with. Whilst the organisation has a statutory obligation it also has a moral duty to ensure it functions in a way that safeguards and promotes the welfare of its staff, customers, service users and learners.

1.2 HACRO believes that all individuals have an equal right to protection from abuse, regardless of their age, gender, race, religion, ability, language, background or sexual identity and consider the welfare of the individual as paramount.

2. Purpose / Aim of policy

2.1 The purpose of this policy and its subsequent procedures are to outline a clear framework to protect and safeguard children, young people and adults so that all staff and those working on behalf of HACRO are aware of their roles and responsibilities in identifying concerns, sharing information, and taking prompt action.

3. Scope

3.1 We expect everyone working for HACRO to read, understand and adhere to this safeguarding policy and the Safeguarding Procedures Document 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.

HACRO's Safeguarding Lead

HACRO's Deputy Safeguarding Lead

3.2 Should you disagree with the outcome of your investigation then your appeal will be decided by the Trustee with oversight of safeguarding.

4. Governing Legislation and Frameworks

4.1 The principal pieces of legislation and inter-agency frameworks governing this policy and procedures are:

- The Care Act 2014
- The Equality Act 2010
- Mental Capacity Act 2005
- The Children's Act 1989 & 2004

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- The Education and Skills Act 2008
- Counter Terrorism and Security Act 2015
- Keeping Children Safe in Education 2015
- Special Educational Needs and Disability Code of Practice 2015
- Safeguarding Disabled Children: Practice Guide 2009
- Working Together to Safeguard Children 2018
- Prevent Duty Guidance 2015
- New General Data Protection Regulation 2016

5. Safeguarding Children & Young People

5.1 HM Government 'Working Together to Safeguard Children' (2018) inter- agency guide defines safeguarding and promoting children's welfare as:

Protecting children from maltreatment

Preventing impairment of children's health or development

Ensuring that children are growing up in circumstances consistent with the provisions of safe and effective care

Taking action to enable all children to have the best outcomes.

5.2 A child is defined as anyone who has not reached their 18th birthday. Children are therefore seen as children and young people.

6. Principles for Safeguarding Children & Young People

6.1 The 'Working Together to Safeguard Children' guide also highlights effective safeguarding arrangements in every local area should be underpinned by two key principles:

- Safeguarding is everyone's responsibility – each professional and organisation should play their full part.
- A child centred approach – services should be based on a clear understanding of the needs and views of young children.

7. Safeguarding Adults

7.1 Safeguarding means protecting an adult's right to live safely, free from abuse and neglect. The Care Act 2014 places specific safeguarding duties to an adult who:

has needs for care and support (whether or not the local authority is meeting any of those needs);
is experiencing, or at risk of abuse or neglect and;

as a result of those care and support needs, is unable to protect themselves from either the risk of abuse or experiencing abuse or neglect.

7.2 An adult with care and support needs may be:

an older person

a person with physical disabilities, a learning difficulty or a sensory impairment

someone with mental health needs, including dementia or a personality disorder

a person with a long-term health condition

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someone who misuses substances or alcohol to the extent that it affects their ability to manage day to day living.

8. Principles to Safeguarding Adults

8.1 The six principles below have been incorporated into the Care Act 2014 statutory guidance and should inform all safeguarding practice:

Empowerment – people being supported and encouraged to make their own decisions and give informed consent.

Prevention – it is better to take action before harm occurs.

Proportionality – the least intrusive response appropriate to the risk presented.

Protection – support and representation for those in greatest need.

Partnership – local solutions through services working with their communities.

Accountability – transparency in delivering safeguarding.

Change Record

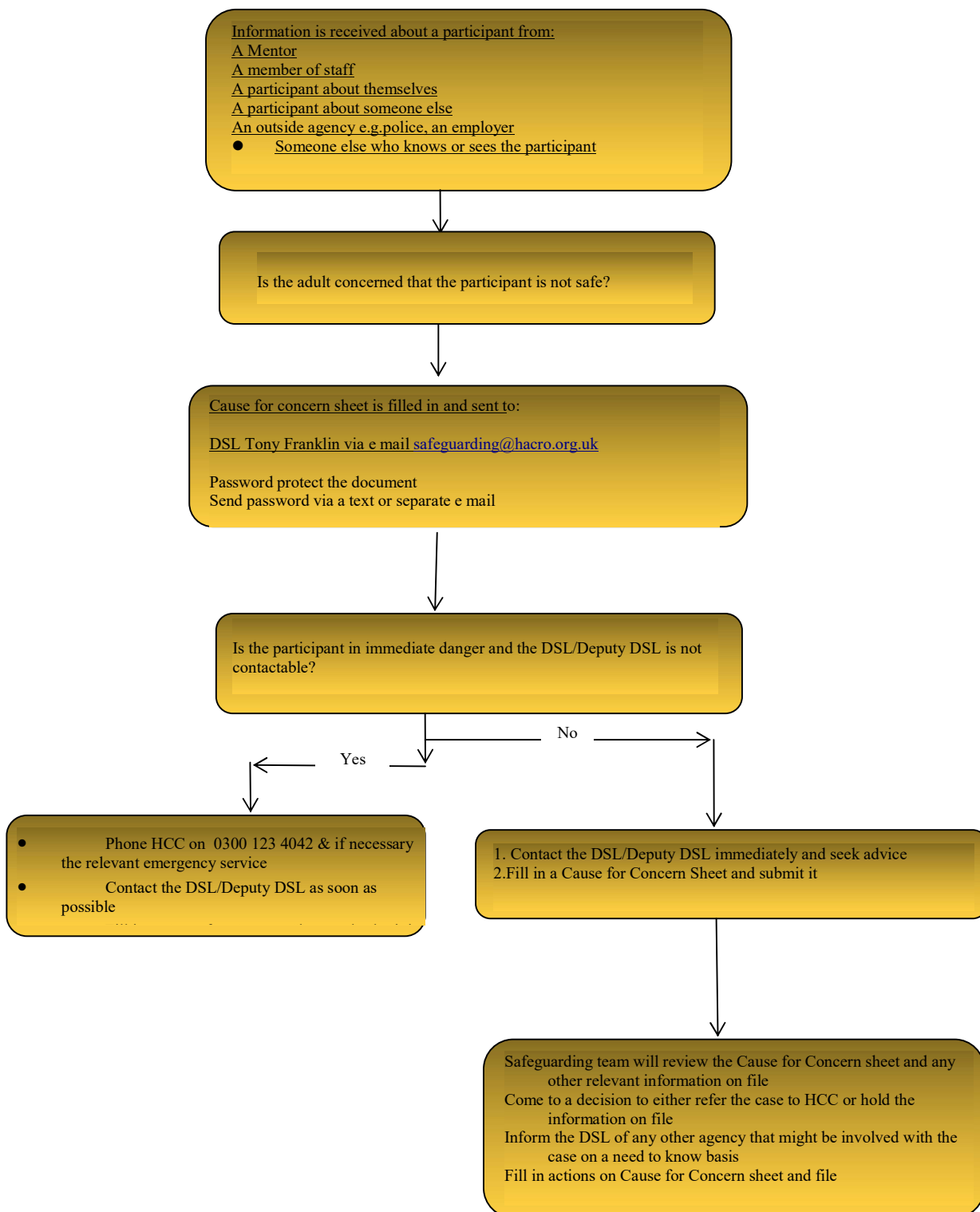
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Safeguarding Procedures



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