

Safeguarding Policy

The Safeguarding Policy

This is **Profound Services statement of intent** that demonstrates a commitment to safeguarding. Our policy is to take reasonable steps to promote and safeguard the welfare of any child, young person or vulnerable adult engaged in any of our activities. Our essential inclusions for the safeguarding protection policy are outlined below:

- This policy links to Profound Services company strategy, key learning processes, including, Learner Support, Equality and Diversity, Health and Safety
- This policy is approved and endorsed by the Directorate of Profound Services
- The welfare of learners and staff is of paramount importance
- All learners and staff, without exception, have the right to protection from abuse or harm regardless of Age, Gender, Sexual Orientation, Disability, Race, Religion & Belief
- This policy applies to all Profound Services staff, learners, clients and contractors
- All concerns and allegations of abuse will be taken seriously and responded to appropriately
- All Profound Services staff will receive training in how and where to report abuse
- There is a commitment to safe recruitment, selection and vetting of all Profound Services staff
- Reference to all associated policies and procedures which promote candidates safety and welfare (e.g. with regard to: health and safety, anti-bullying, protection of candidates' online, photography, etc.).

The Director of Corporate Services and the Safeguarding Champion are the designated points of contact for referrals.

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Profound Services provides a national delivery service, we advise people to contact their local **Police** or **Social Service Department**.

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Aims of the policy

This policy links to a number of Profound Services policies, procedures and guidelines:

- Raising awareness of safeguarding issues amongst learners and staff
- Ensuring a robust approach to the safe recruitment of staff and volunteers through policies and procedures which incorporate current guidance and legislation
- Have effective arrangements in place to promote and maintain a safe learning environment
- Ensure that adults at risk know how to access information on safety from abuse and violence and know that there are staff they can approach to talk about any concerns
- Provide information and training for staff on safeguarding and working with adults at risk
- Ensure arrangements are in place to monitor and review safeguarding issues and procedures

Entitlements

Adults have the right to access the courses free from fear of harm and be protected from mistreatment and abuse. In addition, adults at risk should be able to access learning with as much independence as is appropriate and within their capabilities to make choices, even if those choices involve a degree of risk. Where a risk is identified, a risk assessment will be completed.

All complaints, allegations or suspicions will be taken seriously and dealt with through Profound Services designated staff before any steps are taken. Where action is necessary, this will be undertaken with due regard to the Safeguarding policy.

Issues regarding consent are complex. Whilst adults at risk have the right to make their own decisions about their personal wellbeing and safety, there are limits to these choices:

- The mental and cognitive ability of the person to make an informed choice
- Whether decisions are made under duress or coercion
- Whether the decision would put the individual and others at serious risk of harm

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Responsibilities

Staff responsibilities

All Profound Services staff has a responsibility to:

- Be aware of and implement the policy on safeguarding
- Promote a safeguarding ethos, provide a secure and supportive environment for all learners, including “adults at risk”
- If working with adults at risk, undertake staff development appropriate to their role

Management responsibilities

Profound Services managers have a responsibility to:

- Embrace a whole approach to promoting and safeguarding the welfare of people at risk
- Ensure staff are aware of the policy and procedures and ensure they receive appropriate training and support to undertake their roles effectively. Including, “alert training” refreshed annually
- Ensure this policy is implemented within their areas

Policy Review

- The Safeguarding Champion and Director of Corporate Services are responsible for the periodic review of this Policy
- The next review date is March 2011