

Safeguarding children and Vulnerable Adults Policy

Version Update 01/06/2024

At Turning Corners, safeguarding goes beyond a formal policy. It's about creating a safeguarding culture where everyone can help keep children and vulnerable adults safe and well. We all play a part in making sure their safety is our top priority in everything we do.

This policy applies to everyone involved with Turning Corners, including employees, volunteers, trustees, advisors, contractors, and unpaid staff as well as service users, regardless of their role or location. We expect all our partners, both present and future, to share our commitment to safeguarding. Our safeguarding approach revolves around key considerations that guide our actions and decisions:

Empowerment: We believe in empowering individuals, allowing them to exercise control over their well-being, and fostering an environment of autonomy.

Prevention: Our focus is on preventive measures to mitigate potential risks and create a protective space for all those involved with our charity.

Proportionality: We strive for fairness and balance, ensuring that safeguarding measures are proportionate to the risks and needs of individuals.

Protection: The safety and protection of everyone associated with our charity are paramount, and we take proactive measures to address any potential harm.

Accountability: We recognize the ultimate responsibility of our Trustees to ensure that all individuals associated with the charity are treated safely, respectfully, and appropriately. This responsibility is particularly crucial for vulnerable persons, including the elderly, adults requiring support/care, and young people under 18 years of age.

Background & Overview of Safeguarding

Safeguarding is about ensuring that every individual has the right to live safely, free from any form of abuse or neglect. At Turning Corners, all staff members are entrusted with the responsibility of safeguarding the people under their care. However, special attention must be given to those who may be least able to protect themselves. This includes children, young people, and vulnerable adults, who are particularly vulnerable to various forms of harm.

A child is defined as an individual under the age of 18, and even young people aged 16 or 17 who are living independently are still considered children. Meanwhile, a vulnerable adult may require care due to physical, learning, or other disabilities, as well as age or illness-related factors. This definition also encompasses adults who are unable to properly care for themselves or protect themselves from significant harm or exploitation.

Certain groups of people are at heightened risk of harm and exploitation, necessitating careful consideration of their needs. These include individuals with disabilities, those living away from home, asylum seekers, children and young people in hospital, individuals in contact with the youth justice system, victims of domestic abuse, individuals targeted due to their religion or ethnicity, and those vulnerable to exposure to violent extremism. It is essential to prioritize the protection and support of these vulnerable groups through comprehensive safeguarding measures.

Definition and types of Harm-Children

Physical Harm:

Physical harm is any physical contact that causes discomfort, pain, or injury, including hitting, shaking, poisoning, burning, or suffocating. Supplying drugs or using unauthorized methods of restraint also fall under this definition. Fabricating symptoms of illness in a child can also cause physical harm.

Emotional and Psychological Harm:

Emotional harm is actions or inactions by others that cause mental anguish and severe adverse effects on a child's emotional development. This includes conveying feelings of worthlessness or inadequacy, imposing age-inappropriate expectations, overprotection,

or limiting a child's exploration and social interaction. emotional harm may result from witnessing aggressive or violent behaviour, such as domestic violence, or experiencing serious bullying that causes fear or danger. It can also stem from exploitation or corruption. Emotional harm is often present in various forms of maltreatment, such as grooming, harassment, or inappropriate emotional involvement, even if it occurs independently.

Sexual harm and exploitation

Sexual harm is defined as any form of sexual activity involving a child under the age of consent. It involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. Such activities may involve physical contact, including penetrative (or nonpenetrative acts. They may also include non-contact activities, causing them to watch sexual activities, or encouraging them to behave in sexually inappropriate ways. Neglect

Neglect is when a child's basic needs aren't met, which can seriously harm their health or development. It can happen during pregnancy if the mother uses substances. After birth, neglect includes not providing enough

food, clothing, shelter, or medical care. It also means not protecting the child from harm or ensuring they have enough supervision. Emotional needs being ignored or not addressed is also a form of neglect.

Safeguarding for vulnerable adults

Safeguarding for vulnerable adults means ensuring they can live safely, free from abuse or neglect, and promoting their well-being. According to Section 42 of The Care Act 2014, an adult is considered at risk if they:

Have care and support needs (regardless of whether these needs are being met by authorities). Are experiencing or at risk of abuse or neglect.

Due to their care needs, are unable to protect themselves from abuse or neglect. Being an "adult at risk" can be temporary, and there are various risk factors to consider, including mental health, substance misuse, physical dependency, low self-esteem, and past abuse experiences.

Physical Harm

Physical harm refers to any physical contact that causes discomfort, pain, or injury.

Examples include assault, hitting, exposure to extreme temperatures, failure to treat wounds, misuse of medication, inappropriate use of restraints, and deprivation of liberty.

Sexual Harm:

Examples of sexual harm and exploitation can include the direct or indirect involvement, with contact or without contact of the vulnerable adult in sexual activity or relationships that:

- they do not want or have not consented to
- they cannot understand, and cannot consent to, since they lack the mental capacity
- they have been coerced into because the other person is in a position of trust

Psychological and emotional harm refers to behaviour that causes mental distress or adversely affects emotional health and development. This includes mocking, bullying, verbal attacks, disrespectful comments, shouting, denying basic rights, undermining self-esteem, isolation, and overdependence.

Neglect

Neglect is when a person's well-being suffers because their care or social needs are not met. Examples include not providing access to health or social services, inadequate nutrition or hygiene, and ignoring medical needs. Neglect can be intentional, like willfully failing to provide care, or unintentional, due to lack of understanding or resources.

32 Theydon Road

Discrimination

Discrimination occurs when someone is denied opportunities or mistreated because of their beliefs, culture, or identity. Psychological abuse related to race, gender, sexuality, or other factors is discriminatory.

Financial harm involves the unauthorized use of someone's money or property, including theft, fraud, exploitation, or pressuring them into financial decisions.

This policy aims to ensure that throughout the work of Turning Corners, we will safeguard and promote the

welfare of vulnerable children and adults. We aim to do this by ensuring that we comply with statutory and local guidance for safeguarding and by ensuring safeguarding the rights of vulnerable adults and children is integral to all we do.

Turning Corners is committed to implementing this policy and the practices it sets out. We will provide learning opportunities and make provision for appropriate safeguarding adults and children training to all staff. This policy will be made widely accessible to staff and reviewed on an annual basis or following a major incident.

Roles and Responsibilities

The Trustees, especially the Safeguarding Trustee will:

- Oversee the effectiveness of this policy and its implementation.
- Appoint a safeguarding lead to oversee the policy's implementation and review it annually.
- Delegate responsibility for integrating the policy into the governance structure and reviewing it.

The DSL Safeguarding Lead will:

- Monitor the policy's effectiveness and provide assurance reports to management meetings.
- Supervise staff and volunteers to ensure they perform required actions and manage risks.
- Monitor high-risk items on the risk register.

- Conduct a biennial review of the policy and guidance before implementing any changes.
- Monitor and ensure completion of action plans.

- Ensure all staff and volunteers understand their responsibilities outlined in the policy.
- Monitor compliance within their area of responsibility.
- Provide support to staff and volunteers involved in incidents with vulnerable persons.
- Ensure staff and volunteers complete approved safeguarding training.
- Ensure everyone is familiar with the policy, seeks clarification as needed.
- Address any obstacles preventing compliance, including through whistleblowing if necessary.
- Report to the committee on the policy's effectiveness.
- Make the policy available to the public upon request.
- Incorporate received advice into training as needed.
- Maintain regular communication with local child protection agencies.
- Attend safeguarding meetings on behalf of the organization
- Establish a robust process for DBS checks on all staff, volunteers, and relevant individuals.
- Implement procedures for investigating concerns about colleagues.

Clinical Leas will:

While completing clinical audits also audit for any missed safeguarding opportunities. Inform the Safeguarding Lead of any missed opportunities identified.

All Staff and volunteers/Staff should adhere to the six key principles of safeguarding:

1. Empowerment - Respect individual decisions and seek consent. Decisions made should consider the person's capacity, culture, beliefs, and lifestyle. Justification is required for actions taken without consent.

Protection - Provide support and representation to those in need. Staff must take additional measures to assist patients who may struggle to protect themselves.

2. Prevention - Focus on preventing harm or abuse. This involves helping individuals reduce risks and addressing potential neglect or abuse within the service.

3. Proportionality - Respond appropriately to risks. Responses should match the seriousness of the concern, respecting the individual's rights and preferences while managing concerns effectively.

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4. Partnerships - Collaborate with communities and services. Effective safeguarding requires cooperation between citizens, services, and communities to prevent, identify, and respond to harm and abuse.

5. Accountability - Ensure transparency in safeguarding efforts. Turning Corners is accountable to patients, service users, and commissioning agencies, promoting openness and transparency in partnerships.

What to do if you are concerned or receive a disclosure?

Reporting a safeguarding concern should follow the reporting structure outlined in your handbook. Here's a summary with essential steps:

1. Record the date, time of the occurrence, and when the disclosure was made.
2. Note the names of individuals involved and what was said or done by each person.
3. Document any actions taken by the group to gather information and make referrals.
4. If necessary, detail any further actions, such as suspending a worker or volunteer.
5. Provide reasons if there is no referral to a statutory agency.
6. Include the names of the person reporting the concern and to whom it was reported.

On receiving an alert, the Safeguarding Lead must decide whether to make a referral to the Local Authority safeguarding team. They will raise an alert directly to the local authority Safeguarding Team immediately when the concern is identified



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Contact Details

Safeguarding Contacts: DSL: Shimon Wider
07968643712
mail@turningcorners.charity

Deputy Dina Horowitz 07984552853
Children Social Care
First Response: 020 8356 5500
Email for CSC is FAST@hackney.gov.uk
Board Tel No is 020 8356 4183

Local Authority Designated Officer (LADO)
Email: lado@hackney.gov.uk Tel: 020 8356 4569

adultsafeguarding@hackney.gov.uk.

Domestic Abuse Intervention Service – call 08000 560 905 or 020 8356 4458/9 or email
dais@hackney.gov.uk

- Antisocial behaviour – call 0208 356 3310 or email asbteam@hackney.gov.uk
- Community safety – call 0208 356 3000 or email asbteam@hackney.gov.uk
- Hate crime and harassment support – Stop Hate UK – call 0800 138 1625

What to do	What not to do
Stay calm	React strongly – “that’s terrible”
Be accessible and receptive	Don’t probe for more information. Inappropriate questioning may affect how the child’s disclosure is received at a later date.
Listen, hear and take seriously	Don’t fill out the incident form until the student has left you
Use TED (tell me, explain, describe) to encourage without leading	Jump to conclusions, especially about the abuser
Give time to allow the child or young person to say what they want without interruption	Speculate or accuse anybody
Reassure and explain that they have done the right thing in telling	Promise confidentiality or to keep secrets or that everything will be OK (it may not be)
Say what will happen next – explain that you need to share what you have been told, but reassure them that it will only be disclosed to those that need to know	Stop child from speaking freely
Avoid physical contact unless absolutely necessary	Don’t make negative comments about any alleged abuser

Never Promise to keep a disclosure a secret. Confidentiality as some exceptions.

When and how to break confidentiality:

Immediate Danger: If a person discloses immediate danger, such as planning to harm themselves or others, and refuses support or consent, emergency services (999) should be contacted immediately.

Present Crisis: When a person is experiencing a crisis, especially if physically present, support should be sought by contacting their emergency contact or a mental health professional.

Risk to Others: If the person's actions pose a risk to others, such as planning to step in front of a train, contacting emergency services (999) is necessary.

Under 18: In cases involving individuals under 18, their welfare takes precedence, and contacting their emergency contact or seeking support from emergency services (999) is advised.

Safeguarding Concerns: Any safeguarding concerns that may have wider implications or involve a child should be reported, even if the individual requests confidentiality.

Breaking Confidentiality: Discuss breaking confidentiality with the individual, encouraging them to seek support. If necessary, seek support from the Welfare Officer or a member of management when disclosing concerns to relevant authorities. Continual discussion and consideration of the staff's well-being are important after making such decisions.

Online Safety

Staff must not engage in private messaging with children or young people outside approved communication platforms. All communication with young participants must occur via monitored group channels or approved organisational platforms such as group emails or designated messaging apps.

All online group sessions must be moderated by at least two authorised adults who have undergone safeguarding training. These moderators must remain present for the entire session. Sessions must be recorded where appropriate and consent has been obtained, and recordings securely stored for a minimum of six months. Young people should be reminded not to share personal information during sessions, and digital safety guidelines will be clearly outlined at the beginning of each programme.

Whistleblowing

Young & Inspired is committed to transparency and accountability. Staff, volunteers, or anyone working with the organisation are encouraged to report concerns regarding safeguarding breaches, unethical behaviour, or unsafe practices without fear of reprisal.

Concerns should first be raised with the Designated Safeguarding Officer (DSO). If staff feel uncomfortable or believe the concern has not been properly addressed, they may use our formal whistleblowing procedure. This includes anonymous reporting via a designated form available upon request. All reports will be investigated confidentially and action taken where appropriate. Support will be offered to whistleblowers throughout the process.

Use of Images

To protect the privacy and dignity of children and vulnerable adults, no photographs, video recordings, or audio recordings may be taken without prior written consent from the participant and/or their legal guardian.

Images must only be captured using organisation-owned devices, and stored on encrypted or password-protected drives. Staff are not permitted to store images of participants on personal phones or devices. All media must be used in line with Young & Inspired's Photography and Media Policy, which outlines appropriate usage in marketing, internal reports, and social media.

Adult-to-Child Ratios

Young & Inspired adheres to the NSPCC recommended supervision ratios:

- Under 8s: 1 adult to 6 children
- Over 8s: 1 adult to 10 children

All activities, including offsite trips, must have a minimum of two adults present regardless of group size. Staff-to-child ratios must be assessed and planned based on the activity type, the needs of the children involved, and the environment.

Where there are known behavioural, emotional, or mental health concerns, a best practice ratio of 1 adult to 5 children will be implemented. This enables closer observation, proactive behaviour management, and a more supportive, emotionally attuned environment for participants who may be vulnerable or at higher risk of distress.

Staff are expected to review risk assessments regularly and adjust ratios if circumstances change or if new concerns arise.

Concerns about Staff Conduct

The Safeguarding Lead serves as the primary liaison with Social Services or the Police for staff conduct inquiries, taking necessary actions, including potential suspension or reassignment, in consultation with Trustees or the Committee.

All allegations of abuse or maltreatment of vulnerable adults are treated with utmost seriousness, following local Safeguarding Adult Board policy and procedure, possibly resulting in suspension without prejudice.

Suspension is not automatic but is considered based on the gravity of the allegation, with the alleged perpetrator presumed innocent until proven otherwise.

Comprehensive records are maintained, and alerts are promptly raised to the Local z

Authority Safeguarding Adults Team.

Breaches of policy

For Staff and volunteers/staff, failure to adhere to the Safeguarding Policy could lead to possible disciplinary action being taken. For others, their relationship with the Turning Corners may be terminated.

Training and Development

All Turning Corners Staff and volunteers/staff receive full information and guidance about this

Safeguarding Policy as part of their comprehensive induction.

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All existing Turning Corners Staff and volunteers/staff will receive ongoing training that aims to raise awareness of the legislation and guidance to follow that applies directly to this policy and how this impacts service provisions.

All Turning Corners Staff and volunteers/staff receive an annual personal development plan as part of their effective appraisal process. Up-to-date awareness training in Safeguarding and its implications on the provision of services will be monitored during the member supervision and appraisal process.

Moreover, Turning Corners remains committed to promoting awareness of Prevent, counter-terrorism, and extremism. Staff and volunteers are trained to identify signs of radicalization and extremist behavior, ensuring a safe environment and actively contributing to efforts to prevent terrorism and extremism within our community.

Safe Recruitment Process:

Advertising: All job advertisements include a clear safeguarding statement emphasizing Turning Corners' commitment to safeguarding vulnerable individuals.

Vetting References: Thorough vetting of references is conducted to ensure the suitability of candidates, with specific attention given to their ability to adhere to safeguarding policies.

DBS Checks: All successful candidates undergo Disclosure and Barring Service (DBS) checks to assess their criminal records and suitability for working with vulnerable individuals.

Face-to-Face Interviews: Candidates undergo face-to-face interviews to assess their suitability for the role and their understanding of safeguarding principles.

Explanation of Process: During the recruitment process, candidates are provided with a

clear explanation of Turning Corners' safeguarding policies and their responsibilities in safeguarding vulnerable individuals.

Job Description: Each job description includes specific responsibilities related to safeguarding, ensuring that candidates are aware of the importance of safeguarding in their role.

Other Best Practices: Turning Corners follows industry best practices in recruitment, including providing training and support to staff on safeguarding procedures, promoting a culture of vigilance and reporting, and regularly reviewing and updating recruitment processes to ensure compliance with safeguarding regulations.

Ensuring the mental wellbeing of our Staff

Being a point of contact to have conversations about mental health with colleagues can be very rewarding, but it can also be time-consuming and emotionally overwhelming. You might also find that discussing subjects or traumatic events close to your own experiences, or that of others close to you, may impact your mental health this is often called triggering – especially if you're feeling unwell.

We encourage you to think carefully about how you'll look after your well-being and make sure you have appropriate support in place. You might find it helpful to look at our information on staying mentally well and dealing with pressure.

Support within our organization

We offer an 'Employee Assistance Programme'. Which includes regular supervision meetings, appraisals and Staff Vitamin Sea Days. We may where appropriately arrange clinical supervision from our clinical lead, external provider, or your line manager. 1-1 personal support sessions are offered free of charge with our team of clinicians and you can book an appointment directly or through admin.

Signed

A handwritten signature in black ink that reads 'S. Wider'.

Shimon Wider

Trustee and DSL on Board level

01/06/2024 Next Review date 01/06/2025