



Heroes and Heroines CIC



Heroes and Heroines Community Interest Company

SAFEGUARDING PRACTICE

Heroes and Heroines has 35 years' experience running events for people of many ages. During our events whilst a source of escape and enjoyment for participants have always been very aware about safeguarding our members, adults and young people alike.

To keep them safe we have a robust set of safeguarding rules we continually update to ensure everyone's safety.

SAFEGUARDING STATEMENT

Note: The terms 'child' and 'young person' describe any person under the age of 18. References to 'members' should be read as participants including children and adults inclusively.

OUR STATEMENT

Heroes and Heroines acknowledges the duty of care to safeguard and promote the welfare of children and adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

The policy recognises that the welfare and interests of children and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background all members and participants:

- have a positive and enjoyable experience of our activities at Heroes and Heroines CIC within a safe environment.
- are protected from abuse whilst participating in activities provided by the organisation or outside of the activity.

We acknowledge that some children, including disabled children or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.



OUR POLICY

WHAT WE'LL DO

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of children and young people and vulnerable adults.
- value, listen to and respect everyone.
- ensure robust safeguarding arrangements and procedures are in operation.
- adopt safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- provide effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about our policies, procedures and behaviour codes and follow them confidently and competently.
- ensure appropriate action is taken in the event of incidents or concerns of abuse and support provided to the individual(s) who raise or disclose the concern.
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored, in line with data protection legislation, GDPR and guidance.
- prevent the employment or deployment of unsuitable individuals by recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- appoint a nominated safeguarding lead for children and young people.
- develop and implement an effective online safety policy and related procedures.
- share information about safeguarding and good practice with members via leaflets, posters, and social media posts.
- Signpost members to various support and information where necessary so they know where to go if they have concerns.



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The policy and procedures will be widely promoted and are mandatory for everyone involved in Heroes and Heroines CIC. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

MONITORING

This policy will be reviewed on a year after development and then every three years thereafter, or in the following circumstances:

- changes in legislation and/or government guidance.
- as required by the local safeguarding partnership.
- as a result of any other significant change or event.

This policy was written by Alex Freeth Director of Heroes and Heroines CIC

This policy was last reviewed September 2023

SIGNED: Alex Freeth

Safeguarding/Welfare Officer

OUR SAFEGUARDING/WELFARE OFFICER

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