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| **Safeguarding Policy** |
| **Policy Category**  | Safeguarding |
| **Policy Title**  | Safeguarding |
| **Other Policies in the Category**  | Zero toleranceCyber bullyingDBSGuest Policy |
| **Policy Number**  | SG1 |
| **Version Number**  | 01 |
| **Review Date**  | 8.6.22, 13.6.23, 3.6.25 |
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| **Why do we need this Policy?** |
| In accordance with its values and commitment to being a safe place the Pilsdon Community wishes to protect our guests, members, warden, children, staff, volunteers, trustees and visitors (ALL) right to dignity and respect.We aim to maintain and develop an environment in which abuse, neglect, bullying, intimidation or threatening behaviours are known to be unacceptable and where individuals are able to bring complaints without fear or embarrassment.Pilsdon Community is committed to supporting those who come forward to express their concerns.Pilsdon Community are committed to implementing the ‘Stop Abuse Multi-Agency Safeguarding Adults Policy and Procedures and will work together with local statutory agencies to respond to individual cases of abuse.Insurance Requirement Y |
| **What does it need to achieve?** |
| To ensure that we work preventatively to ensure that ALL are protected from avoidable harm or injury as a result of our actions/activities and minimise the risk of abuse or neglect.To seek to protect the rights of all to dignity and confidentialityTo respond promptly, sensitively, consistently and effectively to reports or allegations of abuse or neglectTo work in partnership and co-operate with statutory agencies in the implementation of their obligations under their statutory duties for protecting vulnerable adults and childrenEnsure that community members, Warden, employees, volunteers and trustees are given appropriate support and trainingTrustee training link: [https://safeguardingtraining.cofeportal.org](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fsafeguardingtraining.cofeportal.org&c=E,1,2ccmHh79eVO6tj2GpkR0XNhGFOjyr6Tyyl7Hw--5SkLjN7USysnhLkSIVlL9MbpoOuz953NMhnwwy6hjTCFHhFUSX2e9b4mwV_GrduA8-WnW4w,,&typo=1) |
| **Who is it for?** |
| ALL who have concerns with regard to Safeguarding of ALL at Pilsdon Community. The Safeguarding Officer is the Warden of the Pilsdon Community. |
| **When is it relevant?** |
| When concerns relate to ‘a violation of an individual’s human and civil rights by someone else, which would include the following issues which are not exclusive:* Physical abuse (hitting, kicking, burning, physical chastisement, inappropriate restraint)
* Emotional abuse (intimidation, humiliation, denying dignity, coercion, threats, verbal abuse or harassment, coercion of a religious nature
* Discriminatory abuse (racial abuse, gender abuse, discriminatory behaviour or harassment)
* Sexual Abuse (sexual assault, rape, innuendo)
* Neglect/Deprivation
* Imposed Isolation or confinement
* Misuse of Medication for example but not exclusively overmedicating, allowing others to use medication, not taking medication
* Financial abuse (fraud, theft, unwarranted control, confiscation or misuse of guest’s goods or monies, improper inclusion in wills, blackmail or extortion)
* Religious Abuse, religious proselytising, coercion or exorcism
* Abuse of Power
* Cyber bullying (bullying online or any form of ani-social behaviour over the internet or via a mobile device. An attack or abuse, using technology, which is intended to cause another person harm, distress or personal loss)
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| **Where is it relevant?** |
| Within the Pilsdon Community. Abuse may be a single act or repeated acts |
| **How will it be implemented?** |
| All Trustees, Warden, Community Members, Employees and Volunteers have a duty to:* Respect professional boundaries at all times
* Be alert to the risk of abuse or neglect by others
* Act immediately and in accordance with this policy if they suspect or become aware of or are told about people engaging in or being complicit in abuse
* Act immediately if a person discloses abuse

Follow the procedures in Safeguarding Procedures* appendix 6 reporting abuse
* appendix 7 supporting people who have been abused
* appendix 8 dealing with perpetrators
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| **Supporting Documents** | Safeguarding Procedures |
| **Relevant Legislation**  | Employment Rights Act 1996Equality Act 2010The Care Act 2014Data Protection 2018Mental Health Act 1983 |
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| Trustee Name – print  | Amanda Streatfeild |
| Trustee Signature  |  |
| Date  | 3.6.25 |
| Warden Name – print  | Helen Lynch |
| Warden Signature  |  |
| Date  | 3.6.25 |

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