



Safeguarding Policy

1.0 The purpose and scope of this policy statement

Let's Enable aims to provide a safe and welcoming environment, where everyone is respected and valued. We are committed to Safeguarding Children and Adults in line with national legislation and relevant national and local guidelines. Let's Enable believes everyone has the right to live free from abuse or neglect regardless of age, ability, disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status. We have a responsibility to promote the welfare of adults, children and young people. Let's Enable acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all children and adults involved to keep them safe and practise in a way that protects them.

The purpose of this policy statement is:

- to protect children, young people and adults who receive Let's Enable's services from harm, this includes the children of adults who use our services
- to protect those who are unable to take action to protect themselves
- to protect children and adults that are additionally vulnerable because of the impact of discrimination, previous experiences, their level of dependency, communication needs or other issues
- to provide staff and volunteers, as well as children, adults and young people and their families, with the overarching principles that guide our approach to safeguarding. This policy applies to anyone working on behalf of Let's Enable, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

- **1.1 Contact details**

Designated safeguarding lead

Name: Nina Linzell Email: nina@letsenable.co.uk Phone: 07874008593

Two N.E.D.s, Jayne Towson and Julie Summerfield serve as Lead Safeguarding Trustees on the Board of Let's Enable. Their contact details are:

Jayne Towson 07753149950

Julie Summerfield 07941494729.



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2.0 Children

Children are defined as being under 18 years old.

We believe that:

Children and young people should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- The welfare of children is paramount in all the work we do, and we must help to protect them from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep them safe by -

- valuing, listening to and respecting children and young people
- appointing a nominated child protection lead for children and young people and a lead board member for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and code of conduct confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- ensuring children, young people and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern
- sharing information about child protection and good practice with children, parents, staff and volunteers



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- developing and implementing an effective online safety policy and related procedures
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

2.1 Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England:

- Children Act 1989 (England and Wales)
- The UN Convention on the Rights of the Child 1989
- The Protection of Children Act 1999
- Data Protection Act 2018
- Protection of Freedoms Act 2012

A summary of the key legislation and guidance is available from

[nspcc.org.uk/learning](https://www.nspcc.org.uk/learning)

[nspcc.org.uk/childprotection](https://www.nspcc.org.uk/childprotection).



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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 16/03/23 (date)

Signed:  (DSL)

Date: 16/03/2023

This policy was updated on:

19/04/2024

Nina Linzell (DSL)

Review date:

19/04/2025



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3.0 Adults

3.1 Policy Statement

Safeguarding adults is about stopping or preventing abuse or neglect of adults with care and support needs. These adults are classified as adults at risk. The Care Act 2014 defines an adult at risk as an individual aged 18 years and over who:

- (a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- (b) is experiencing, or at risk of, abuse or neglect, AND;
- (c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Let's Enable is committed to Safeguarding Adults in line with national legislation and relevant national and local guidelines. We are committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns. This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting. Let's Enable believes everyone has the right to live free from abuse or neglect regardless of age, ability, disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status. We are committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Let's Enable recognise that some people experience barriers, for example, to communication in raising concerns or seeking help and these factors can vary at different points in people's lives. We recognise that there is a legal framework within which we need to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves. Actions taken by Let's Enable will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.



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We will seek to do this by:

- Valuing, listening to and respecting adults
- all staff and volunteers understand their role and responsibility for safeguarding adults and have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- the adult at risk of harm will be actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to. For example, it will put them at further risk, or immediate danger
- any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm
- confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures
- Let's Enable will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult
- Let's Enable shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, Services, Police, Local Authority/Social Services
- appointing a nominated adult safeguarding lead and a lead board member for safeguarding
- adopting adult safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and code of conduct confidently and competently
- ensuring adults, carers, relevant health care professionals and families are aware of the organisation's safeguarding policies and what to do if they have a concern
- sharing information about adult safeguarding and good practice with adults, carers, family, staff and volunteers
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.



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3.2 Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect adults in England. Safeguarding Adults in all home nations is compliant with United Nations directives on the rights of disabled people and commitments to the rights of older people. It is covered by:

- The Human Rights Act 1998
- The Data Protection Act 2018
- General Data Protection Regulations 2018

The law provides a framework for making decisions on behalf of adults who can't make decisions for themselves (Mental Capacity).

The practices and procedures within this policy are based on the relevant legislation and government guidance:

- England - The Care Act 2014 - Care and Support Statutory Guidance (especially chapter 14) 2014

The Care Act 2014 sets out a clear legal framework for how local authorities and other parts of the system should protect adults at risk of abuse or neglect

<https://www.anncrafttrust.org/resources/safeguarding-adults-legislation/>

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 18/03/2023 (date)

Signed:  (DSL)

Date: 18/03/2023

This policy was updated on:

12/02/2024

Nina Linzell (DSL)

Review date:

12/02/2025