

Introduction

Bragd acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and legal requirements. The Care Act 2014 defines safeguarding as 'protecting of an adult's rights to live in safety, free from abuse and neglect'. It also describes a 'vulnerable adult' as someone:

- over 18
- who has care or support needs
- who is experiencing or at risk of experiencing abuse or neglect
- who, 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.

Policy

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 children and vulnerable adults:

- have a positive and enjoyable experience in all their interactions with Bragd in a safe and appropriate environment
- are protected from abuse whilst engaged with any Bragd activity.

We acknowledge that vulnerable adults and some children, including disabled children and young people 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.

As part of our safeguarding policy we will:

- promote and prioritise the safety and wellbeing of children, young people and vulnerable adults
- ensure all team members are trained in this policy during their induction, including the fact that they are obligated to comply with its requirements and promote fairness in the workplace
- as part of our briefing and orientation process, make this policy known to all learners, apprentices and employers in their handbook
- 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, young people and vulnerable adults
- provide and monitor IT use through a robust device monitoring and management solution
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- promote this policy on our website and in all learner, client and team handbooks
- draw this policy to the attention of funding agencies, awarding bodies and other stakeholders
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for all members of the Bragd team to follow. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation. Further support & guidance can be sought from <https://learning.nspcc.org.uk/>.

Any disclosures can be made at any time to any member of the Bragd team. Disclosures can also be made by contacting Bragd directly on 01383 630 444 or by email to safeguarding@bragd.co.uk.

Six Principles

The six safeguarding principles within the Care Act 2014 were originally produced for the safeguarding of adults but can also be applied to the safeguarding of children. These 6 principles underpin our policy and procedure as follows:

1. **Empowerment:** people being supported and encouraged to make their own decisions and give informed consent
2. **Prevention:** it is better to take action before harm occurs
3. **Proportionality:** the least intrusive response appropriate to the risk presented
4. **Protection:** support and representation for those in greatest need
5. **Partnership:** local solutions through services working with their communities – communities have a part to play in preventing, detecting and reporting neglect and abuse
6. **Accountability:** accountability and transparency in safeguarding practice.

Designated Safeguarding Lead (DSL)

The DSL is the person at Bragd LLP appointed to take the lead responsibility for safeguarding issues. Jason Rudgley, as the appointed DSL, is the first point of contact for all staff to go to for advice if they are concerned about a child, young person or vulnerable adult.

Key roles of the DSL include:

- Being alert and recognising any child, young person or vulnerable adult safeguarding issues
- Raising and sharing any concerns they may have about a person
- Recognising when it is appropriate to make a referral to social care and contacting them if necessary
- Where necessary, contributing to any plans and decisions regarding a child, young person or vulnerable adult
- Understanding the importance of, and follow safer recruitment procedures
- Participating in regular training and ensuring that their knowledge is up to date
- Ensuring other staff members are trained adequately in safeguarding and follow correct procedures
- Challenging poor safeguarding practice in the workplace
- Ensuring safeguarding policies and procedures are effective and regularly looked at and updated.

Monitoring and Review

As part of our approach to continuous improvement, this policy will be regularly monitored and reviewed on an annual basis. This policy will be also be reviewed in the following circumstances:

- changes in legislation and/or government guidance
- as a result of any other significant change or event.

Signed:

Date: 03 October 2021

Jason Rudgley

Pam Stirling

Jason Rudgley
Partner

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Partner