

Safeguarding Policy Summary

Children, young people and adults at risk have the right to participate and be safe in the services provided for them regardless of age, race, disability, culture or gender – including the right to protection from abuse.

Our full Policy sets out our arrangements and duties to safeguard and promote the welfare of children, young people and adults at risk.

Our Policy sets out:

- The responsibilities of management and staff for spotting abuse
- How children, young people and adults at risk will be safeguarded through Rundles employment procedures, training provision, risk management and procurement processes
- How to record and share information appropriately
- How allegations of abuse or maltreatment of children, young people and adults at risk by employees or volunteers will be dealt with
- How to make a referral to partner agencies as appropriate
- How professional disagreements will be dealt with
- The support available to employees involved in safeguarding cases

Our Policy applies equally to all staff, including agency, casual and temporary staff providing services on Rundles behalf and is supported by our induction and refresher training, Vulnerable Persons, Safeguarding Children, and Whistleblowing policies.

Policy Statement

Rundle & Co Ltd is committed to safeguarding from harm all children, young people and adults at risk in contact in any way with Rundles activities and services, and to treating them with respect in all their dealings.

The following will be taken into account when Rundles is carrying out its normal functions:

- A clear commitment by senior management to the importance of safeguarding
- Respecting the rights, wishes, feelings and privacy of children, young people and adults at risk
- Ensuring all staff are aware of their safeguarding responsibilities
- Taking seriously and responding appropriately and promptly to all concerns, incidents and allegations
- Provide training on safeguarding and vulnerability to all employees during induction and refresher training
- Ensure that all staff are aware of the process to record and report concerns, incidents and allegations
- Promote good practice and create a safe and healthy working environment
- Carry out rigorous recruitment and vetting procedures (including enhanced DBS check) to ensure that we do not employ any person not suitable to carry out Regulated Activity under the SVGA or who may present a risk to children, young people or adults at risk, and take into account the need to safeguard and promote their welfare.

Rundles employees take special care to safeguard and promote the welfare of children, young people and adults at risk who may be living in especially stressful circumstances, including those:

- Living in poverty
- Experiencing domestic violence
- Experiencing coercive or controlling behaviour
- Where a parent has a mental illness
- Where a parent is misusing drugs or alcohol
- Where a parent has a learning disability
- That experience racism and other forms of social isolation
- Living in areas with high crime rates, poor housing and high unemployment
- Where vulnerability may be exploited to encourage involvement in criminal terrorist related activity or radicalisation (in line with guidelines within HM Government Channel Duty Guidance 2015).

Aims of the Policy

The aims of the Policy are to ensure that:

- There are no known reasons or information available that would prevent employees from working with children, young people and adults at risk
- Rundles has procedures for dealing with allegations of abuse against employees
- All employees, including temporary staff who come into contact with children, young people and adults at risk, are made aware of the organisation's arrangements and their own responsibilities for safeguarding and promoting the welfare of children, young people and adults at risk
- Arrangements are in place to ensure that all employees receive appropriate training to equip them to carry out their responsibilities effectively, and keep this up to date by refresher training at regular intervals
- Employees have a clear understanding of how to work together to keep children, young adults and adults at risk safe online by being adequately equipped to understand, identify and mitigate the risk of new technology
- Rundles has agreements to work effectively with other organisations to safeguard and promote the welfare of children, young people and adults at risk, including arrangements for sharing information.

Chris Rundle

Managing Director