



Safeguarding policy

Policy Statement

Safeguarding is a fundamental part of EastHands charity work and this commitment is reflected in the EastHands Quality Standards and the values of our organisation, which inform and support all of our safeguarding activity:

- ❖ We are respectful
- ❖ We treat others as they would want to be treated
- ❖ We are inclusive
- ❖ We work together
- ❖ We are solutions-focused
- ❖ We ensure that what we do makes a real difference
- ❖ We strive to be the best at what we do.
- ❖ We are empowering
- ❖ We support others to achieve their goals

Guiding Principles

Everyone's responsibility - Everyone at EastHands has a responsibility to keep children and adults who need care and support safe from abuse and neglect.

Prevention – We will put sensible measures in place to prevent abuse, including the use of safe recruitment practices, promoting safe working practice and raising awareness of safeguarding.

Protection – We will provide policy, procedures, information and training to enable all EastHands staff and volunteers to identify and respond appropriately to concerns about abuse.

Partnership – EastHands will work in Partnership with statutory, regulatory and other relevant organisations to ensure that safeguarding concerns are responded to appropriately.

Empowerment – We will be person-centred and uphold rights in our safeguarding work

Accountability - We aim to be transparent in our approaches and recognise the need for continuous learning and improvement.

Roles and Responsibilities

All staff and volunteers

Every individual working for EastHands, irrespective of their role, has a part to play in safeguarding children and adults who need attention and support. All staff and volunteers will undertake training and must familiarise themselves with our Safeguarding Policy.

Trustees

EastHands trustees approve the Safeguarding Policy and have a duty of care to their charity, which includes taking the necessary steps to safeguard those at risk from abuse, managing risk and protecting the reputation of the charity.

Head of Safeguarding (Treasurer/Trustee)

The Head of Safeguarding is the Designated Person for Safeguarding at EastHands. They are responsible for developing and quality assuring safeguarding activity across EastHands and supporting best practice for internal external stakeholders.

Breaches of Policy

Failure to comply with the EastHands safeguarding policy may be managed in a number of ways, depending on the nature and consequences of any incident. In some cases a combination of responses may be required.

- Local authority co-ordinated safeguarding investigation
- Police investigation
- Referral to the Disclosure & Barring Service (DBS)
- People & Performance disciplinary process
- Serious incident reporting to The Charity Commission
- Internal review or co-operation with an external review

Equality Statement

EastHands is committed to providing services which embrace diversity and that promote equality of opportunity. Everyone who accesses our services or works for us in a paid or voluntary capacity should be safe, empowered to play a part in promoting their own welfare and that of others and able to live a life free from abuse. This applies to all, regardless of age, sex, ethnicity, disability, sexuality or belief.

Date of Approval: 01 October 2020

Next Review Date: 01 November 2023

Approved by: Chair/Trustee
M Nobab Uddin