

Genuine Futures CIC – Safeguarding & Child Protection Policy

PREVENTION OVER
PUNISHMENT:
BUILDING SAFER FUTURES
TOGETHER

Version: 1.0 Approved by Board: 01 Nov 2025 Next Review: 01 Nov 2026

1. Policy Statement

Genuine Futures CIC is fully committed to safeguarding and promoting the welfare of children, young people, and adults at risk. We believe that all individuals have the right to live free from abuse, neglect, and exploitation and to be treated with dignity and respect. This policy outlines how Genuine Futures CIC will fulfil its statutory and moral responsibilities to protect those at risk of harm.

2. Legislative Framework

This policy has been developed in accordance with the following legislation and statutory guidance: • Children Act 1989 and 2004 • Care Act 2014 • Working Together to Safeguard Children (2023) • Keeping Children Safe in Education (KCSIE) 2025 • Safeguarding Vulnerable Groups Act 2006 • Equality Act 2010 • Data Protection Act 2018 and UK GDPR • Human Rights Act 1998

3. Scope and Purpose

This policy applies to all staff, volunteers, contractors, and trustees associated with Genuine Futures CIC. It covers all activities and settings, whether face-to-face, virtual, or in the community, where contact with children, young people, or adults at risk may occur. Its purpose is to ensure a consistent and effective approach to safeguarding across all operations.

4. Definitions

- **Child:** Anyone under the age of 18.
- **Adult at Risk:** A person aged 18 or over who has care and support needs, and who may be unable to protect themselves from harm or exploitation.
- **Abuse:** Any action that causes harm, including physical, emotional, sexual, financial, or neglect.
- **Early Help:** Support provided to prevent issues from escalating.
- **DSL (Designated Safeguarding Lead Mike Alleyne):** The appointed person responsible for coordinating safeguarding within **Genuine Futures CIC**.

5. Designated Safeguarding Lead (DSL)

The DSL holds overall responsibility for ensuring safeguarding policies and procedures are followed. Contact details: • Designated Safeguarding Lead (DSL): Mike Alleyne Contact Details Mike@genuinefutures.co.uk • Deputy DSL: Charlotte Hamblet Contact Details Charlotte@genuinefutures.co.uk Responsibilities include: • Receiving and responding to safeguarding concerns. • Liaising with the Local Authority Designated Officer (LADO) or Adult Safeguarding Team. • Maintaining secure safeguarding records. • Ensuring all staff and volunteers receive appropriate training.

6. Recognising Abuse and Neglect

Abuse can take many forms, including: • Physical abuse • Emotional abuse • Sexual abuse • Neglect • Financial abuse (adults at risk) • Domestic abuse • Discriminatory abuse • Organisational or institutional abuse All staff and volunteers must be alert to the signs of abuse and act immediately if concerns arise.

7. Reporting and Responding to Concerns

Any safeguarding concern must be reported immediately to the DSL. If a child or adult is in immediate danger, call 999. Staff and volunteers must:

1. Listen carefully and remain calm.
2. Reassure the person that they have done the right thing by speaking up.
3. Avoid asking leading questions.
4. Record exactly what was said, using the individual's own words.
5. Report concerns to the DSL without delay.

All concerns will be recorded securely and, where appropriate, referred to local safeguarding authorities.

8. Managing Allegations Against Staff or Volunteers

Allegations against a member of staff, volunteer, or trustee must be taken seriously. Reports must be made to the DSL or, if the allegation involves the DSL, to the Chair of the Board. The DSL will inform the Local Authority Designated Officer (LADO) within 24 hours in accordance with Part 4 of KCSIE 2025. No internal investigation should take place until guidance has been sought from the LADO. Staff subject to allegations will be treated fairly and confidentiality will be maintained throughout the process.

9. Information Sharing and Confidentiality

Genuine Futures CIC adheres to the principles of the Data Protection Act 2018 and UK GDPR. Safeguarding information will be shared only on a need-to-know basis to protect individuals from harm. The safety of the individual will always take precedence over data protection concerns when risk of harm is identified.

10. Safer Recruitment

All recruitment processes for roles involving contact with children or adults at risk will include:

- A clear safeguarding statement in recruitment materials.
- Verification of identity and right to work.
- At least two references.
- An appropriate level of Disclosure and Barring Service (DBS) check (Standard, Enhanced, or Enhanced with Barred Lists).
- Structured interviews with safeguarding questions.

Recruitment decisions will be recorded and kept securely in line with data protection legislation.

11. Training and Supervision

All staff and volunteers will receive safeguarding induction training before undertaking any duties and refresher training annually. The DSL and Deputy DSL will undertake advanced training every two years. Supervision meetings will include opportunities to discuss safeguarding matters and staff welfare.

12. Online Safety and Digital Safeguarding

Genuine Futures CIC recognises the risks associated with digital platforms and online communication. We will:

- Ensure secure and approved communication channels are used.
- Educate staff, volunteers, and participants about safe online behaviour.
- Report any incidents of online harm, bullying, or exploitation following the same procedures outlined in this policy.

13. Code of Conduct and Whistleblowing

All staff and volunteers are expected to maintain high standards of professional conduct and act as positive role models. Any concerns about misconduct or unsafe practice should be reported under the Whistleblowing Policy. No one who raises a genuine concern will face victimisation or reprisal.

14. Monitoring and Review

This policy will be reviewed annually by the Board or sooner if there are changes to legislation or guidance. Safeguarding incidents and referrals will be monitored to identify trends and improve practice. Last reviewed: 01 Nov 2025 Next review due: 01 Nov 2026

15. Linked Policies

• Volunteer Policy • Equality, Diversity & Inclusion Policy • Data Protection & Privacy Policy • Health & Safety Policy • Online Safety Policy

What to Do if You're Worried About a Child or Adult

1. Recognise – Be alert to signs of abuse, neglect, or unusual behaviour. 2. Respond – Listen carefully, stay calm, and reassure the person that they did the right thing by speaking up. 3. Record – Write down what was said or observed as soon as possible. Use the person's own words and include dates, times, and details. 4. Report – Inform the Designated Safeguarding Lead (DSL) immediately. (Mike Alleyne email: mike@genuinefutures.co.uk) If they are unavailable or implicated, report to the Deputy DSL (Charlotte Hamblet email charlotte@genuinefutures.co.uk.) The DSL will contact the Local Authority Designated Officer (LADO) or Adult Safeguarding Board within 24 hours if the concern involves risk of harm. 6. Emergency – If a person is in immediate danger, contact the police (999) or relevant emergency services. Always follow up to ensure the concern has been recorded and appropriate action has been taken.