



The Be Well Group of Community Businesses

## **Be Well Safeguarding Policy**

At Be Well we acknowledge our duty of care to safeguard and promote the welfare of children and vulnerable adults and are committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

This 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, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children and vulnerable adults have a positive and enjoyable experience when using our services in a safe and person-centred environment, and are protected from abuse whilst participating in the activities provided by the organisation or outside of the activity.

We acknowledge that some children and vulnerable adults, including those with disabilities 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 shall:

- promote and prioritise the safety and wellbeing of children, young people and vulnerable adults
- ensure that 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
- 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
- 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
- use the online tool offered by the Disclosure and Barring Service (DBS) to establish when a role – paid or unpaid – needs to be the subject of a DBS check and act accordingly.

These policy and procedures will be widely promoted and are mandatory for everyone involved in delivering our services. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.



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### **Monitoring**

The policy will be reviewed periodically and in the following circumstances:

- when legislation and/or government guidance changes
- as required by the Local Safeguarding Children and vulnerable adults Board, UK Sport and/or Sport England and any of the governing bodies of sport which we recognise
- as a result of any other significant change or event.

### **Accountability**

The responsibility for ensuring the implementation of all Safeguarding systems and procedures lies ultimately with the board of directors but will be devolved on a day-by-day basis to Michael Owen (Chair).

This policy was drafted in April 2013 and approved by a WellFit Health & Wellbeing CIC board meeting on 20<sup>th</sup> May 2013.

This policy has been reviewed in August 2014 and approved by the WellFit Health & Wellbeing board meeting on 27<sup>th</sup> August 2014.

Following the rebranding of WellFit Health & Wellbeing CIC as Be Well and the acquisition of or agreement to work jointly with Football for Development CIC, Eat Well Glossop CIC and Glossop Community Allotment CIC the policy has been reviewed by the WellFit Health & Wellbeing CIC board on behalf of all four partners meeting on 25<sup>th</sup> October 2019.

Michael Owen (Chair)

David Wilson (People's Director)

Richard Thomas (Director)

Jayne Owen (Director)