Julie Haywood
COMMUNITY VENTURES LTD

Safeguarding People Policy

October 2026

Version FINAL	**Next Review Date: October 2027**
Title:	**Safeguarding People Policy**
Author:	**Director**
Applicability:	**All employees, partners, subcontractors, associates, and anyone working on behalf of Julie Haywood Community Ventures Ltd**

This policy will be reviewed once a year at minimum.

Safeguarding People Policy

Introduction

All people have a right to protection from abuse regardless of age, disability, gender, sexual orientation, intellectual ability, race, religion or cultural background.

Julie Haywood Community Ventures Ltd is committed to safeguarding and promoting the welfare of individuals, including clients, citizens, subcontractors and associates. This policy outlines our commitment to preventing harm, protecting individuals from abuse or neglect, and responding effectively to safeguarding concerns. Although Julie Haywood Community Ventures Ltd does not provide regulated care services, our work within health and care systems brings us into contact with systems, services, and communities where safeguarding issues may arise.

This policy sets out how Julie Haywood Community Ventures Ltd LLP will:

- Prevent harm where possible
- Recognise safeguarding concerns
- Respond appropriately and proportionately
- Work in partnership with statutory and other agencies

Policy Statement

We are committed to:

- Ensuring the safety and well-being of individuals using and providing our services.
- Creating a culture of vigilance and awareness among our employees regarding potential safeguarding issues for individuals accessing services provided by our clients (children and adults)
- Collaborating with relevant authorities, agencies, and stakeholders to address safeguarding concerns promptly and effectively

Our Responsibilities

Julie Haywood Community Ventures Ltd LLP is a small enterprise that undertakes to provide:

- consultancy support to clients in the health and care sector
- companionship care to individuals and families
- teaching and learning to professionals and adult learners.

In order to ensure people, whether adults or children, are best protected Julie Haywood Community Ventures Ltd will promote the role of safeguarding in our work and make all reasonable efforts to make sure people's wellbeing is promoted, taking their views, wishes, feelings and beliefs into account and support people to achieve outcomes that are important to them.

In undertaking our business operation we work in partnership to achieve local solutions in communities. Working with communities includes playing our part in preventing, detecting and reporting abuse and neglect.

Supporting projects and practices that focus on achieving meaningful improvement to people's circumstances rather than just on enquiry and conclusion is key to all that we do. We provide input that guides clients to take an approach that enables practitioners, families, teams and governance forums to know what difference has been made and to support structures, encouraging effective leadership to avoid conditions that may lead to any form of abuse.

Management: Julie Haywood is responsible for overseeing the implementation of this policy, providing necessary resources, and ensuring compliance with relevant legislation and best practices.

Employees: All employees have a responsibility to familiarise themselves with this policy, remain alert to signs and indicator of abuse or neglect, report concerns promptly, and to cooperate with safeguarding procedures.

Sub-Contractors/Associates: All Sub-Contractors and Associates working with Julie Haywood Community Ventures Ltd LLP have responsibility to ensure compliance to all operating standards and legal requirements through:

- Awareness and knowledge of all policies relevant to Julie Haywood Community Ventures Ltd LLP.
- Implementation of and adherence to their own business policies and procedures.
- Maintain their own safeguarding policies and procedures

- Meet relevant professional, ethical, and legal safeguarding standards

Safeguarding responsibilities form part of contractual and assurance arrangements.

Definitions and Types of Abuse

'Abuse is a violation of an individual's human and civil rights by any other person or persons. Abuse may consist of a single act or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not consented or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it.' [1]

'A consensus has emerged identifying the following main different forms of abuse:

- *Physical abuse, including hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.*
- *Sexual abuse, including rape and sexual assault or sexual acts to which the vulnerable adult has not consented, or could not consent or was pressured into consenting.*
- *Psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.*
- *Financial or material abuse, including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.*
- *Neglect and acts of omission, including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating; and*
- *Discriminatory abuse, including racist, sexist, that based on a person's disability, and other forms of harassment, slurs or similar treatment.'*[2]

Safeguarding Definition and Principles

Safeguarding adults means '*protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop*

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[1] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/194272/No_secrets__guidance_on_developing_and_implementing_multi-agency_policies_and_procedures_to_protect_vulnerable_adults_from_abuse.pdf

[2] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/194272/No_secrets__guidance_on_developing_and_implementing_multi-agency_policies_and_procedures_to_protect_vulnerable_adults_from_abuse.pdf

both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances'.

Safeguarding children means:

- *Protecting children from abuse and maltreatment*
- *Preventing harm to children's health or development*
- *Ensuring children grow up with the provision of safe and effective care.*
- *Taking action to enable all children and young people to have the best outcomes.3*

Safeguarding people is shaped by 6 key principles:

Principle 1 – Empowerment - Presumption of person led decisions and consent
Principle 2 – Protection -Support and representation for those in greatest need
Principle 3 – Prevention- Prevention of harm and abuse is a primary objective
Principle 4 – Proportionality – Least intrusive response appropriate to the risk
Principle 5 – Partnerships - Local solutions through working with communities.
Principle 6 – Accountability - Transparency in delivering safeguarding.

For children the following principles are also applicable:

- *Children's welfare is paramount.*
- *Children's wishes and feelings are sought, heard, and responded to*
- *Children's social care works in partnership with whole families.*
- *Children are raised by their families, with their family networks or in family environments wherever possible.*
- *Local authorities work with other agencies to effectively identify and meet the needs of children, young people, and families.*
- *Local authorities consider the economic and social circumstances impacting children, young people, and families[4]*

All principles of safeguarding have to be applied in accordance with legal requirements (e.g. Human Rights Act 1998, the Equality Act 2010 and the Mental Capacity Act 2005, Working Together 2023 etc) and specialist advice will be sought from a qualified, external party wherever a concern is identified.

[3] https://learning.nspcc.org.uk/safeguarding-child-protection

[4] https://assets.publishing.service.gov.uk/media/65803fe31c0c2a000d18cf40/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf

Reporting Safeguarding Concerns

A Safeguarding Concern is a term used to describe a contact with the local authority to report possible abuse or neglect and replaces the term ‘safeguarding alert”.

There are key stages in responding to safeguarding related concerns:

- Identifying the safeguarding concern(s)
- Reporting the concern internally
- Making a reasoned decision about whether to refer the concern through external multi-agency procedures.
- Working in partnership with any relevant agencies or authorities so that they can assess, investigate and if necessary, develop a protection plan.
- Identifying any outcomes and learning

Any employee with concerns about the abuse or neglect of an adult or child, identified during the course of working with/for Julie Haywood Community Ventures Ltd LLP, must report their concerns as soon as they become aware of them, in writing julie@juliehaywood.co.uk

Any immediate protection needs for the person concerned should be addressed by contacting the police (if there is suspicion that a crime has been committed or if there is immediate danger).

The report should include all key facts relevant to the concerns (date, time, person concerned, nature of safeguarding concern observed any details of other parties involved etc), so that appropriate next steps can be considered.

Safeguarding concerns reported within our business will be subsequently reported externally on the same day, adhering to the relevant multi agency safeguarding procedures in the jurisdiction concerned and to the relevant organisational Safeguarding Lead for onward consideration/action. The Local Authority in the area will decide whether the reported safeguarding concern meets the criteria for onward enquiry.

Julie Haywood Community Ventures Ltd LLP will co-operate fully with the advice and guidance provided by any relevant Safeguarding Lead. This may include notifying the CQC about any abuse or alleged abuse involving a person(s) using a service. This includes where the person(s) is the victim/ adult at risk or the abuser/person of concern), or both.

Where possible, the reporting individual will be kept up to date with feedback. We can source external support for employees who report safeguarding concerns and need/want access to counselling or other support services if required.

Confidentiality and Information Sharing

We will ensure confidentiality in handling safeguarding concerns while balancing the need to share information appropriately with relevant authorities and agencies to protect vulnerable individuals.

Where possible consent to internally report any safeguarding concern will be sought and recorded from the vulnerable individual. Where possible consent to externally report the concern will be sought and recorded from the reporting individual.

However, emergency or life-threatening situations or the threat of increased risk may warrant the sharing of relevant information with the relevant services without consent.

Training and Awareness

Management will engage in training and awareness programs to equip them with the knowledge and skills needed to respond appropriately to any safeguarding concerns. Employees are required to understand how to recognize signs of abuse, respond appropriately, and understand their role in safeguarding by familiarising themselves with this policy.

Whistleblowing and Support

Staff and associates will be supported to raise safeguarding concerns without fear of reprisals or detriment.

Where concerns involve senior individuals or internal management, employees may raise concerns directly with external safeguarding authorities.

Support, including signposting to counselling or professional advice, will be offered to individuals who report safeguarding concerns.

Continuous Improvement

Any relevant learning acquired from the process or outcomes linked to reporting a safeguarding concern will be used to review internal procedures and practice.

We will regularly review and update this policy in line with changes in legislation, best practices, or lessons learned from safeguarding incidents.

Conclusion

Julie Haywood Community Ventures Ltd LLP is committed to upholding the highest standards of safeguarding practice. Through vigilance, partnership working, transparency, and learning, we aim to ensure that safeguarding considerations remain central to all aspects of our work.

Julie Haywood
Director
Julie Haywood Community Ventures Ltd