



Vulnerable Adult Safeguarding Policy & Procedures

Policy Statement:

Empowered To Thrive CIC is committed to providing a safe and secure environment for all vulnerable adults participating in our programs, activities, and events. We prioritize the well-being, protection, and rights of vulnerable adults and are dedicated to preventing any form of harm, neglect, or abuse.

Key Principles:

1. **Zero Tolerance:** Empowered To Thrive CIC has a zero-tolerance policy towards any form of abuse, neglect, or exploitation of vulnerable adults. All staff, volunteers, and contractors are expected to adhere to this policy.
2. **Rights-Based Approach:** We respect the rights of vulnerable adults and work to ensure that they have the right to be treated with dignity, respect, and autonomy.
3. **Person-Centered Care:** We strive to provide care and support that is tailored to the individual needs, preferences, and choices of each vulnerable adult.

Procedures:

1. **Recruitment and Screening:**
 - All personnel working with vulnerable adults must undergo a thorough background check, including criminal record checks and reference checks.
 - Interview questions should include inquiries regarding previous experience working with vulnerable adults and understanding of safeguarding.
2. **Training and Awareness:**
 - All staff, volunteers, and contractors must undergo mandatory safeguarding training upon joining Empowered To Thrive CIC. Regular refresher training will also be provided.
 - Safeguarding policies and procedures should be made accessible to all personnel.
3. **Code of Conduct:**
 - All staff, volunteers, and contractors are expected to adhere to a strict code of conduct when interacting with vulnerable adults, which includes treating them with respect, maintaining privacy, and refraining from any form of abuse or exploitation.

4. Risk Assessment and Management:

- Regular risk assessments should be conducted to identify potential hazards or situations that may pose a risk to the safety or well-being of vulnerable adults. Appropriate measures will be put in place to mitigate these risks.

5. Support and Advocacy:

- Empowered To Thrive CIC will provide access to support services and advocacy for vulnerable adults who may require additional assistance in understanding and asserting their rights.

6. Response and Reporting:

- Any suspicions, concerns, or allegations of abuse, neglect, or exploitation of a vulnerable adult will be taken seriously and reported promptly to the designated safeguarding officer which is Jo Gray.
- The safeguarding officer will follow established reporting procedures, including notifying relevant authorities as required by law.

7. Confidentiality and Privacy:

- Information regarding safeguarding concerns will be kept confidential and shared only with those who need to know for the purposes of safeguarding the vulnerable adult.

8. Complaints and Feedback:

- Empowered To Thrive CIC will establish a clear procedure for reporting complaints or providing feedback related to safeguarding concerns. This procedure will be communicated to all stakeholders.

Review and Monitoring:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with legal requirements.

Date of Adoption: 01/01/2025

Reviewed By: Jo Gray - Director

Next Review Date: 01/01/2027

Signed: _____

