

SAFEGUARDING POLICY



1. POLICY STATEMENT

Impact 24/7 is committed to providing a safe, supportive, and spiritually enriching environment for all individuals involved in its ministry, especially children, young people, and adults at risk. We are committed to safeguarding all beneficiaries without discrimination on the basis of age, disability, race, religion or belief, sex, pregnancy or maternity status, marriage or civil partnership status, or sexual orientation. Impact 24/7 is committed to providing a safe, supportive, and spiritually enriching environment for all individuals involved in its ministry, especially children, young people, and adults at risk. We recognise our moral and legal duty to safeguard those who may be vulnerable and to respond appropriately to any concerns involving the welfare of those within our care. This policy sets out our commitments and responsibilities under UK safeguarding law.

2. PURPOSE

The purpose of this Safeguarding Policy is to:

- Promote the welfare and protection of children and adults at risk.
- Ensure staff and volunteers understand their safeguarding roles.
- Outline procedures for identifying, reporting, and responding to concerns.
- Demonstrate compliance with UK statutory requirements including the Children Acts 1989 & 2004, the Care Act 2014, and relevant government guidance.

3. SCOPE

This policy applies to:

- All individuals working with or on behalf of Impact 24/7, including trustees, officers, employees, consultants, trainees, volunteers, interns, agency workers, and casual workers (collectively referred to as 'Staff Members'). This policy applies to:

- All trustees, staff members, volunteers, and anyone engaged in Impact 24/7's activities.
- All events, outreach programmes, community engagements, and discipleship ministries that involve children or vulnerable adults.

4. LEGAL FRAMEWORK

This policy aligns with the following legislation and statutory guidance:

- Children Act 1989 & 2004
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (2023, where relevant)
- The Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- Local Safeguarding Partnerships and Safeguarding Adults Boards guidance
- UK General Data Protection Regulation (UK GDPR) & Data Protection Act 2018
- The Human Rights Act 1998 (Article 8 – Right to Private and Family Life)
- The Equality Act 2010 This policy aligns with the following legislation and statutory guidance:
- Children Act 1989 & 2004
- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (2023, where relevant)
- The Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- UK General Data Protection Regulation (UK GDPR) & Data Protection Act 2018
- The Equality Act 2010

5. DEFINITIONS

- **Child:** Anyone under the age of 18.
- **Adult at Risk:** A person aged 18 or over who has care or support needs and may be unable to protect themselves from harm or exploitation.

- **Abuse:** Includes physical, emotional, sexual, financial abuse, neglect, spiritual abuse, and exploitation.
- **DSL:** Designated Safeguarding Lead – the appointed person responsible for implementing this policy.

6. SAFEGUARDING COMMITMENT

Impact 24/7 commits to:

- Creating a culture of vigilance and accountability.
- Ensuring safeguarding is a priority in planning, delivering, and reviewing all ministry activities.
- Protecting the dignity, rights, and voice of children and adults at risk.
- Handling all safeguarding concerns with professionalism, integrity, and compassion.

7. ROLES AND RESPONSIBILITIES

- The **Board of Trustees** holds overall accountability for safeguarding governance.
- A **Designated Safeguarding Lead (DSL)** is appointed to:
 - Act as the first point of contact for safeguarding concerns.
 - Ensure training is delivered and up to date.
 - Liaise with statutory agencies when necessary.
- All staff and volunteers must:
 - Complete safeguarding induction and refresher training.
 - Report concerns promptly to the DSL.
 - Model appropriate behaviour and boundaries in ministry settings.

8. SAFER RECRUITMENT

Impact 24/7 follows safer recruitment practices, including:

- Enhanced DBS checks for roles involving direct contact with children/adults at risk.
- Identity verification and reference checks.
- Clear role descriptions and safeguarding expectations.
- Safeguarding declarations and probation monitoring.

9. SAFEGUARDING TRAINING

- All staff and volunteers receive safeguarding training appropriate to their role.
- The DSL undergoes advanced safeguarding and leadership training.
- Safeguarding awareness is embedded through regular team updates and briefings.

10. RECOGNISING AND RESPONDING TO ABUSE

All staff members must be alert to signs of abuse, both from within Impact 24/7 and from outside sources (e.g. family members, schools, or community members). All team members must be alert to signs of:

- Physical injury, emotional distress, withdrawal, fear, or sudden behavioural change.
- Unexplained bruising, malnutrition, self-harm, sexualised behaviour.
- Neglect, lack of supervision, inappropriate care or isolation.

When a concern arises:

- **Record** factual information.
- **Report** to the DSL without delay.
- **Refer** (DSL responsibility) to social care or police if risk is immediate.
- **Respect** confidentiality and avoid spreading information beyond authorised personnel.

11. RECORD KEEPING AND DATA PROTECTION

- All safeguarding concerns are recorded securely, dated, and signed by the reporter.
- Information is only shared with relevant parties on a need-to-know basis to protect the individual concerned.
- All records are handled in line with Impact 24/7's Data Protection and Data Security Policy, as well as UK GDPR and the Data Protection Act 2018.
- Staff Members can direct data protection concerns related to safeguarding to the DSL or Data Protection Lead (currently the same individual).
- All safeguarding concerns are recorded securely, clearly dated and signed.
- Data is retained in compliance with the Data Protection Act 2018 and UK GDPR.
- Information is shared only when it is necessary to safeguard a child or adult at risk.

12. WHISTLEBLOWING

Impact 24/7 encourages an open culture and will:

- Support staff/volunteers who raise safeguarding concerns.
- Investigate whistleblowing complaints fairly and confidentially.
- Take disciplinary action against anyone who victimises a whistleblower.

13. SAFEGUARDING ALLEGATIONS AGAINST STAFF OR VOLUNTEERS

If a concern is raised against a team member:

- Immediate steps will be taken to ensure safety.
- The DSL will report the matter to the Local Authority Designated Officer (LADO).
- The person concerned may be suspended while an investigation is conducted.

14. COMPLAINTS AND GRIEVANCES RELATED TO SAFEGUARDING

Impact 24/7 recognises the right of individuals to raise concerns or complaints if they believe that safeguarding issues have been mishandled or if they are dissatisfied with the way a concern has been addressed.

- All safeguarding complaints will be taken seriously and treated confidentially.
- Complaints should be submitted in writing to the Designated Safeguarding Lead (DSL). If the complaint concerns the DSL, it should be submitted to the Chair of Trustees.
- Complaints will be acknowledged within 5 working days and investigated within 20 working days wherever possible.
- If the complainant is dissatisfied with the outcome, they may appeal to the Board of Trustees, who will review the case independently.
- Where appropriate, independent mediation or external legal advice may be sought to ensure fairness and transparency.
- No person will face repercussions or disadvantage for raising a safeguarding complaint in good faith.
- If a complainant does not feel safe reporting internally, they are encouraged to contact the Local Authority Designated Officer (LADO), the NSPCC, or the Charity Commission.

15. MONITORING AND REVIEW

- This policy is reviewed annually or following any safeguarding incident.
- Regular audits will be conducted to ensure compliance and effectiveness.
- Updates to reflect legislation and learning from cases will be promptly implemented.

Last Reviewed: 21 May 2025

Next Review Due: 21 May 2026

16. CONTACT DETAILS

If you have a safeguarding concern or need advice, you must contact our Designated Safeguarding Lead (DSL) immediately. All reports and concerns will be treated with the utmost seriousness and confidentiality, and will be managed in accordance with our legal responsibilities and organisational procedures.

We are committed to handling all safeguarding matters in compliance with the following legislation and statutory guidance:

- The Children Act 1989 & 2004
- The Care Act 2014
- Safeguarding Vulnerable Groups Act 2006

- Working Together to Safeguard Children (2018)
- Keeping Children Safe in Education (2023), where applicable
- The Human Rights Act 1998 (Article 8 – Right to Private and Family Life)
- The Equality Act 2010
- UK General Data Protection Regulation (UK GDPR) & Data Protection Act 2018

Impact 24/7 ensures that all safeguarding concerns are responded to lawfully, swiftly, and with compassion.

Designated Safeguarding Lead (DSL): Paige Jarvis

Email: Impact247uk@gmail.com

Phone: 07940983803

External Support Contacts:

Local Authority Children's Services (England): 0300 123 4043

NSPCC Helpline (24/7): 0808 800 5000

Police (non-emergency): 101

Police (emergency): 999

This policy is binding on all members, volunteers, and staff of Impact 24/7 and affirms our commitment to safeguarding everyone we serve.

17. SUPPORTING POLICIES

This policy should be read alongside the following organisational documents:

- Impact 24/7 Data Protection and Data Security Policy
- Impact 24/7 Health and Safety Policy
- Impact 24/7 Whistleblowing Policy
- Impact 24/7 Disciplinary Procedure

Version Control

Version	Date	Author
1.1	21 May 2025	Hayli Lindgren