

Safeguarding Policy

Last updated: May 2023

Purpose

The purpose of this policy is to demonstrate the commitment of Phoenix Thrive to safeguarding young people and vulnerable adults and to ensure that everyone involved in Phoenix Thrive is aware of:

- The legislation, policy and procedures for safeguarding
- Their role and responsibility for safeguarding young people and vulnerable adults
- What to do or who to speak to if they have a concern relating to welfare wellbeing of a young person or vulnerable adult within the organisation.

This safeguarding policy and associated procedures apply to all individuals involved in Phoenix Thrive including board members, staff, volunteers and associated members and to all concerns about the safety of young people and vulnerable adults whilst taking part in our organisation, its activities and in the wider community.

Young people refers to individuals under the age of 18 and is further categorised into children (13 and under) and adolescents (13 to 17). Vulnerable adults refers to individuals aged 18 and above who may be at risk of harm or exploitation due to factors such as disability, illness, old age, mental health issues or cognitive impairment.

We expect our partner organisations and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this safeguarding policy and associated procedures.

Policy Statement

Phoenix Thrive believes that everyone has the right to live free from abuse¹ or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status. We are committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to express concerns without fear or retribution.

¹a violation of a persons human or civil rights by another person.

Phoenix Thrive acknowledges that safeguarding is everyone's responsibility and is committed to preventing abuse² and neglect through safeguarding the welfare of all young people and vulnerable adults involved.

Phoenix Thrive recognises that there is a legal framework within which our services need to work to safeguard young people and vulnerable adults who have needs for care and support and for protecting those who are unable to take action to protect themselves. We will act in accordance with the relevant safeguarding legislation and with local statutory safeguarding procedures. Actions taken by Phoenix Thrive will be consistent with the principles of safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the individual/s concerned.

Commitments

To implement this policy, Phoenix Thrive will ensure that:

- Everyone involved with Phoenix Thrive is aware of the safeguarding procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of a young person or vulnerable adult.
- Any concern that a young person or vulnerable adult is not safe is taken seriously, responded to promptly, and followed up in line with Phoenix Thrive safeguarding policy and procedures.
- Any concern that a young person or vulnerable adult is not safe is immediately reported to the responsible person detailed in this policy.
- The wellbeing of those at risk of harm will be put first and actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Decisions to take action will not be in isolation. Concerned members of Phoenix Thrive will consult a member of the Board of Directors.

² All types of abuse including: Physical - assault, slapping, pushing; Domestic - psychological, physical, sexual, financial, emotional; Sexual - rape, indecent exposure, sexual harassment, indecent exposure, sexual photography, teasing, innuendo; Psychological - emotional abuse, humiliation, deprivation of contact, controlling, intimidation; Neglect and acts of omission - ignoring, medical, emotional or physical care needs, failure to provide access to appropriate health, support or educational care needs

- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy.
- Phoenix Thrive will cooperate with the Police and relevant local authorities in taking action to safeguard a young person or vulnerable adult.
- All board members, staff and volunteers understand their role and responsibility for safeguarding and have completed up to date safeguarding training and learning opportunities appropriate for their role.
- All board members, staff and volunteers who have regular contact with young people or vulnerable adults have undertaken DBS checks appropriate for their role.
- Phoenix Thrive uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation and within the support community.
- Actions taken under this policy are reviewed by the board and senior management team on an annual basis.

Responsible person:-

Name: Shakira Brown (Founding Director)

Contact: Tel - 07553246809 / Email: phoenixthrive@hotmail.com

Local Safeguarding Board:-

Birmingham Children's Trust

Birmingham Safeguarding Adults Board