



LIMM SKILLS ACADEMY LTD
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Safeguarding Policy

Aims:

At Limm Skills Academy we are committed to

- Ensuring that the welfare of adults and young people is paramount at all times.
- Maximising peoples' choice, control and inclusion and protecting their human rights
- Working in partnership with others in order to safeguard young people and vulnerable adults
- Ensuring safe and effective working practices are in place
- Supporting staff at Limm Skills Academy

Introduction:

This policy is intended to support staff working within Limm Skills Academy and sets out the roles and responsibilities of Limm Skills Academy in working together with other professionals and agencies in promoting adults and young people's welfare and safeguarding them from abuse and neglect.

Policies linked with this one will include Whistle blowing, complaints, information sharing, disciplinary and equality and diversity.

Scope

This policy applies to all staff permanent, seconded or temporary of Limm Skills Academy, Students and visitors as well as all those who work on behalf of Limm Skills Academy.

Definitions

A vulnerable adult is defined as:

Any person aged 18 or over who is or may be in need of community care services by reason of mental or other disability or illness and who is maybe unable to take care of themselves or to protect themselves against significant harm or serious exploitation.

The main areas of abuse are:

- Physical
Physical Abuse is concerned with any physical harm i.e. hitting, shaking, and burning.



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- Neglect
Neglect is where the basic needs are not met, such as, food, shelter, warmth, clothing, love and care
- Sexual
Sexual Abuse is where a child or adult is used for another's sexual gratification and may involve direct sexual contact as well as grooming, showing sexually explicit films, pictures etc.
- Emotional Abuse
Involves removing the right to a caring and loving environment
- Bullying
Can be physical, verbal and include technology such as texting email and social networking sites.

Supporting organisations involved in Safeguarding include:

DBS customer services

customerservices@dbs.gov.uk

Telephone: 0300 0200 190

The Independent Safeguarding Authority

The Charity Chartered Institute of Personnel and Development

The London Safeguarding Board (LSCB)

NSPCC

Children' Workforce Development Council (CWDC)

National Council for Voluntary Youth Services

National Childminding Association

Ofsted

Action on Elder Abuse

Legal Requirements:

- Every Child Matters
- Children's Act 1989
- Mental Health Act 1983
- Care Standards Act 2014

LIMMS Responsibilities

- To take action to identify and prevent abuse from happening
- Respond appropriately when abuse has or is suspected to have occurred



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- Provide support, advice and resources to staff in responding to safeguarding adult issues
- Inform staff of any local or national issues relating to safeguarding adults and young people.
- Ensure staff are aware of their responsibilities to attend training and to support staff in accessing these events
- Ensuring that we have a designated Safeguarding Officer
- Ensuring staff have access to appropriate consultation and supervision regarding safeguarding adults and young people.
- Ensure all of our staff are CRB/DBS checked
- Clearly sign post those with concerns to appropriate agencies for support
- Have an understanding of how diversity, beliefs and values of different individuals may influence the identification and response to safeguarding concerns.

We have a robust action plan to support the following statements:

- We aim to improve quality of provision and outcomes for all students and to allow them to enjoy the experience of using our services and visiting our premises
- We will ensure our reporting systems are transparent and robust.
- We will continue to recruit staff with experience who are suitably qualified from a range of backgrounds with a wide range of expertise and skills
- We will train our staff to understand their own level of responsibility within the company
- We will carry out DBS checks on all of our staff team
- We will endeavour to improve our communication systems

Responsibilities of all staff

- Follow the safeguarding policies and procedures at all times, particularly if concerns arise about the safety or welfare of a vulnerable adult or child.
- Participate in Safeguarding training and maintain current working knowledge.
- Become familiar with Waltham Forest Safeguarding referral & Assessment Service.



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The Referral & Assessment Service comprises of

Referral & Assessment Service

8 Buxton Road
Walthamstow E17 7EJ
Tel 0208 496 2339
Fax No 0208 496 2313

Referral & Assessment Service– Whipps Cross Hospital

Social Work Dept.
Whipps Cross Hospital
Whipps Cross Rd.
Leytonstone E11 1NR
Tel 0208 539 5522 Ext:5804

For urgent enquiries regarding vulnerable adults and children during the evening, weekend or on public holidays, call **WalthamForest Direct on 020 8496 3000**, an out of hours emergency duty social worker will be contacted who will call you back.

Discuss any concerns about the welfare of a vulnerable adult or child with their line manager/safeguarding officer:

- Contribute to actions required including information sharing and attending meetings
- Work collaboratively with other agencies to safeguard and protect the welfare of all who use our service
- Remain alert all times to the possibility of abuse
- Recognise the impact that diversity, beliefs and values of those who use our services can have
- It is expected that all staff attend Safeguarding Training and that they maintain continuous professional development.

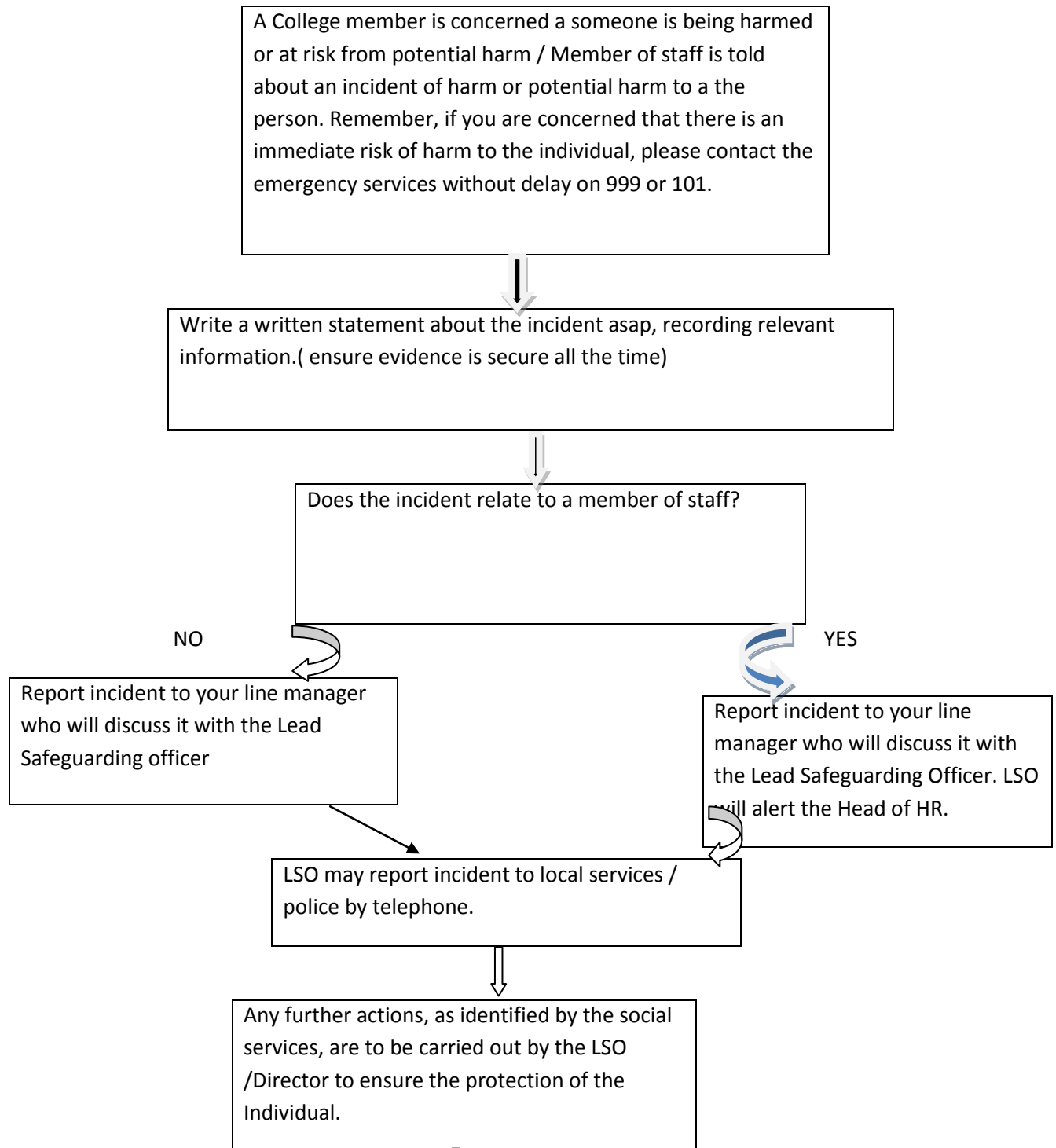
Reporting Abuse

- If Staff suspects a vulnerable person being abused or is at risk of abuse, they are expected to report concerns to a line manager, unless they suspect that the line manager is implicated. In such circumstances the whistle blowing policy should be followed.



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- If at any time staff feel the person needs urgent medical assistance they have a duty to call for an ambulance or arrange for a doctor to see the person at the earliest opportunity. If at the time the staff have reason to believe that a vulnerable person is in immediate or serious risk of harm or that a crime has been committed the police must be called.





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A report is to be compiled by the lead member of staff and sent to the relevant social services department within 24 hours

- All records are kept securely within the confidentiality and Data Protection guidelines.

I have read and understood Safeguarding Policy.

Signature: _____

Print name: _____.

Date: _____



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