



SAFEGUARDING POLICY

Context

The Rise Up Community CIC was established in 2023 by Chris Gray in Thornaby after initially running The Rise Up Project. This was “created to raise the confidence of people who love to sing but are scared to sing in front of others. In reality, it does so much more than that. It breaks down barriers, raises overall confidence and brings you together with people you may never have met, whilst creating life-long bonds along this incredible journey”. Through delivering organised courses, The Rise Up Project provides opportunities for people of all ages, backgrounds and musical interest.

All staff and volunteers are safely recruited and have Enhanced DBS checks.

Purpose:

This Safeguarding Policy sets out the requirements for The Rise Up Community CIC to appropriately and effectively fulfil our duty of care, and comply with legislation and best practice. Safeguarding is “the action we take to promote the welfare of children, young people [and adults] and protect them from harm” (*Working Together to Safeguard Children*, 2018/2020). This policy outlines our responsibilities for the identification and prevention of harm and abuse. We believe it is unacceptable for any person to be at risk of, or experience, abuse or discrimination of any kind. We recognise our responsibilities and are committed to safeguarding the welfare of all

children, young people and adults we have contact with, including our duty of care towards staff and volunteers. The welfare of everyone is paramount.

Legislative Context:

The protection of children, young people and adults is set out in legislation and guidance, covering all aspects of safeguarding such as: abuse; types of harm; mental capacity; modern slavery and mental health. These include: *Working Together to Safeguard Children 2018/2020*; *Children Act 1989 & 2004*; *Children and Social Work Act 2017*; *Human Rights Act 1998*; *Care Act 2014*; *The Counter-Terrorism and Security Act 2015*; *the Prevent Duty*; *Mental Healthcare Act 2017*; *Mental Capacity Act 2005/2019*; *Modern Slavery Act 2015*; *Convention on the International Protection of Adults (Hague Convention, 2000)*; *United Nations Convention on the Rights of the Child (UNCRC, 1990)*; *Keeping Children Safe in Education (2021)*.

This policy is published to:

- Establish and maintain best practice with a person-centred focus.
- Promote the positive well-being of our staff, volunteers and those accessing our projects / programmes.
- Ensure all staff and volunteers know what to do if a safeguarding concern is identified, including appropriate and proportionate actions.
- Provide a clear process for reporting and recording concerns, including when sharing information with external organisations.
- Ensure all staff members and volunteers receive the required safeguarding training.
- Ensure we fulfil our duties under safeguarding, including the Prevent Duty and the Modern Slavery Act 2015.

Roles & Responsibilities:

The Rise Up Community CIC founder, Chris Gray, retains accountability for ensuring The Rise Up Project fulfil our safeguarding responsibilities and duties. This policy applies to all employees and volunteers, regardless of role or position.

'Safeguarding is everyone's responsibility' and all staff and volunteers have a duty regarding safeguarding. A safeguarding concern is anything, whether seen or heard, that indicates someone is at risk of, or is experiencing, some form of harm or abuse. When a safeguarding concern has been identified, staff and volunteers must follow the process outlined here.



Information must be shared in a timely manner. When a safeguarding concern is identified, it must be shared, as soon as is possible, on the same working day. If a referral is required to an external agency, this must be done on the same working day.

Key Contact Details:

Chris Gray, Designated Safeguarding Lead 07407 384243

Jacquelyn McNulty, Safeguarding Lead 07582601047

NSPCC Helpline (to report concerns relating to children and young people): 0800 800 5000

The National Careline (Action on Elder Abuse): 0800 0699 784

[Both helplines have restricted opening hours. NSPCC: 10-4pm Mon-Fri and 10-2pm at weekends. Careline: 9-5pm Mon-Fri]

Middlesbrough and Stockton MIND: 01642 796630

The Children's Hub: 01642 130080

Adult Social Care: 01642 527764

Emergency Duty Team: 01642 524552

The Rise Up Community CIC will actively promote a positive safeguarding culture for participants, staff and volunteers. This will include ensuring debrief sessions are offered after a safeguarding concern has been identified, and signposting to national helplines. We will keep emergency contact details of all participants, staff members and volunteers, and utilise these if we are concerned about their wellbeing and safety. Where consent has been given, we will secure record GP contact details for staff and volunteers.

When working in partnership with schools, any identified safeguarding concerns will be shared directly with the Designated Safeguarding Lead at the school.

When responding to safeguarding concerns, we will remain calm and keep the individual at the centre of our support. We are aware of our responsibilities under the Prevent Duty.

The Rise Up Community CIC will include this policy on our website and will make this policy available to anyone who wishes to see it.

Additional Information:

Types of Abuse and Harm:

The types of abuse and bullying, as provided by the Social Care Institute for Excellence ([SCIE](#)) for adults, and by the National Society for the Prevention of Cruelty to Children ([NSPCC](#)) are recognised in this policy and in the table below. Abuse is: “a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.” (*Keeping Children Safe in Education, 2021*). Legally, anyone under the age of eighteen is a child.

For adults, abuse is: “mistreatment by any other person or persons that violates a person’s human and civil rights. The abuse can vary, from treating someone with disrespect in a way which significantly affects the person’s quality of life, to causing actual physical suffering” (www.safeguardingmatters.co.uk).

The table below does not provide an exhaustive list of potential safeguarding concerns. Other safeguarding concerns include: homelessness; depression; suicidal ideation and intent; mental health issues; deliberate self-harm or injury; eating disorders; inappropriate use of substances (alcohol and drugs, including ‘legal highs’); mental capacity concerns; radicalisation; forced marriage (which is included in the definition for domestic abuse).

	Adults		Children and Young People
1	Neglect or acts of omission	1	Neglect
2	Sexual Abuse	2	Sexual Abuse
3	Physical Abuse	3	Physical Abuse
4	Domestic Abuse	4	Domestic Abuse
5	Psychological / Emotional Abuse	5	Emotional Abuse
6	Financial or Material Abuse	6	Online Abuse
7	Modern Slavery	7	Child Sexual Exploitation (CSE)
8	Discriminatory Abuse	8	Female Genital Mutilation (FGM)

9	Organisational or Institutional Abuse	9	Bullying and Cyberbullying
10	Self-Neglect	10	Child Trafficking
11	Mate Crime	11	Grooming
		12	Criminal Exploitation and Gangs (county lines)
		13	Non-recent Abuse

Appropriate and Proportionate Action and Information-Sharing:

Appropriate and proportionate action relates to:

- Ensuring the relevant information relating to a safeguarding concern is shared with the appropriate external agency to get the specialised support in place for the individual.
- Information shared is on a need-to-know basis, with an understanding that the duty to share information is as important as the duty to protect information (data sharing from Caldicott Guidelines).

Recruitment of staff and volunteers:

Staff and volunteers will be recruited and selected according to safer recruitment and selection practices, reflecting recommendations from the Warner Report (1992) and the Bichard Enquiry (2004). All positions will be subject to satisfactory checks, including references, employment checks and the Disclosure and Barring System (DBS) Check (England and Wales), Disclosure Scotland and Access NI (Northern Ireland), where required.

Training and Awareness:

All employees and volunteers will receive appropriate training on safeguarding practices.

Review of this policy:

This policy will be reviewed at least annually or following relevant developments within legislation, guidance and lessons from Serious Case Reviews (SCRs).

Document Management:

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Organisation: The Rise Up Community CIC
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