

# The Mums Collective CIC Safeguarding Policy

## 1. Purpose of the Policy

The Mums Collective CIC is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. This policy outlines our approach to protecting beneficiaries, staff, and volunteers from harm, abuse, and neglect. It provides guidance on how safeguarding concerns are identified, reported, and managed.

## 2. Scope

This policy applies to all staff, volunteers, trustees, and anyone working on behalf of The Mums Collective CIC. It covers all activities, programs, and events, including those aimed at children, young people up to 25 years, mothers, and vulnerable families.

## 3. Policy Statement

The Mums Collective CIC believes that:

- The welfare of children, young people, and vulnerable adults is paramount.
- All individuals, regardless of age, disability, gender, race, religious beliefs, sexual orientation, or identity, have the right to be protected from harm.
- Safeguarding is everyone's responsibility, and everyone involved with The Mums Collective must act to protect beneficiaries from abuse, neglect, and exploitation.

## 4. Key Definitions

- **Safeguarding:** The process of protecting children, young people, and vulnerable adults from abuse, neglect, and exploitation.
- **Abuse:** A violation of an individual's human and civil rights through acts of harm, neglect, or exploitation.
- **Child:** Anyone under the age of 18.
- **Young Person:** Anyone aged 18-25 who may still require safeguarding support.
- **Vulnerable Adult:** A person aged 18 or over who may be unable to protect themselves from harm due to age, illness, disability, or other factors.

## 5. Types of Abuse

- Physical abuse: Causing physical harm to a person.
- Emotional abuse: Persistent emotional maltreatment, causing distress or anxiety.
- Sexual abuse: Forcing or enticing someone to take part in sexual activities.
- Neglect: Persistent failure to meet basic physical, emotional, or psychological needs.
- Financial or material abuse: Misuse of an individual's money or resources.

## 6. Roles and Responsibilities

- Designated Safeguarding Lead (DSL): Oversees safeguarding concerns, ensures staff are trained, and acts as the first point of contact for safeguarding issues.
- Staff and Volunteers: Must understand and adhere to safeguarding procedures, attend training, and report concerns to the DSL.
- Trustees: Ensure safeguarding policies are reviewed regularly and implemented effectively.

## 7. Reporting and Responding to Safeguarding Concerns

If any staff, volunteer, or beneficiary has a safeguarding concern, they must report it immediately to the Designated Safeguarding Lead (DSL). If the DSL is unavailable, the concern must be reported to the Deputy Safeguarding Lead.

### Reporting Steps:

1. Recognise: Be alert to signs of abuse or harm.
2. Respond: Reassure the person that they have been heard and inform them of next steps.
3. Report: Report the concern to the DSL or Deputy Safeguarding Lead immediately.
4. Record: Write a clear, factual report of the concern, including dates, times, people involved, and actions taken.

## 8. Confidentiality and Information Sharing

All safeguarding concerns are treated with confidentiality. Information will only be shared with appropriate agencies when necessary to protect the individual from harm. The Mums Collective CIC follows GDPR regulations and safeguarding best practices when handling personal information.

## 9. Safer Recruitment

The Mums Collective CIC is committed to safer recruitment practices. This includes:

- Conducting DBS (Disclosure and Barring Service) checks for all staff, volunteers, and contractors working directly with children, young people, or vulnerable adults.
- Verifying references and employment history.
- Providing safeguarding training during onboarding and regular intervals.

#### 10. Training and Awareness

All staff, volunteers, and trustees will receive safeguarding training as part of their induction and through regular refresher sessions. Training will cover identifying abuse, reporting concerns, and understanding legal obligations.

#### 11. Whistleblowing

Staff and volunteers are encouraged to report concerns about poor safeguarding practices. Whistleblowers will be protected from victimization and confidentiality will be maintained where possible.

#### 12. Monitoring and Review

This safeguarding policy will be reviewed annually or when there is a change in safeguarding legislation. The Mums Collective CIC will ensure that the policy remains relevant, effective, and aligned with legal and regulatory requirements.

#### 13. Contact Information

- Designated Safeguarding Lead (DSL): Ivy Rowe – 07958621518
  - Deputy Safeguarding Lead: Stacey Walker - 07932616078
  - Local Authority Safeguarding Contact: Southwark 020 7525 3297 / 020 7525 0689 •
- NSPCC Helpline: 0808 800 5000

This safeguarding policy has been approved by The Mums Collective CIC Board of Trustees.

Policy Review Date: 1<sup>st</sup> April 2025

Next Review Date: 1<sup>st</sup> April 2026

