



Safeguarding Statement and related policies 2019

For adults, young people and children

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1. Introduction

For over 50 years Cyrenians has worked with individuals who are excluded from family, home, work or community on their life journey. Safeguarding is the action that we take to protect children and vulnerable adults from harm including physical, emotional, psychological, sexual and financial harm and neglect. This includes making sure that we have appropriate policies, practices, training and procedures in place, adhered to and regularly monitored.

2. Scope of this document

This statement and the policies included under this document apply to all members of Cyrenians including: Trustees (see also section 4), Staff (full-time, part-time and sessional), Volunteers, Ambassadors, independent advisors, contractors, and staff and representatives of partner agencies with whom Cyrenians' has a formal contractual agreement - hereafter all referred to as Cyrenians staff, representatives and volunteers. This document provides a statement of our intent and values-led way of working. It also provides context to ensure we are aware of our responsibilities to the welfare and protection of children and adults at risk of harm, both individually and collectively. Everyone in Scotland is responsible for the wellbeing and safety of children, young people and adults at risk of harm.

The United Convention on the Rights of the Child (UNCRC) protects the rights of all children under the age of 18. The Adult Support and Protection (Scotland) Act 2007 recognises adults at risk of harm as someone "aged (16 or over) who is unable to safeguard his or her own personal wellbeing, property, rights or other interests; is at risk of harm; and because they are affected by disability, mental disorder, illness or physical infirmity, are more vulnerable than adults who are not so affected."

Safeguarding includes child and adult protection but goes further and extends protection to all vulnerable individuals, whatever their circumstances, age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. We recognise that some individuals are particularly vulnerable because of their previous life experiences, their additional communication or language needs, and other factors. Through the relationship-based nature of our services, we strive to ensure that there are no barriers to being safeguarded.

3. Safeguarding Statement

Cyrenians works with some of the most vulnerable individuals in our communities. We recognise that individuals have the right to live in safety, with dignity, free from neglect and abuse of any kind. We adopt a rights-based approach to protecting adults, young people and children and this is at the heart of everything that we do. We have embedded the principles of the UNCRC in our working practices and recognise our responsibilities to protect the welfare and wellbeing of all children and vulnerable adults so that they are not only safe from harm but also able to achieve the best possible outcomes.

Abuse can take many forms and we are committed to working in a way which safeguards vulnerable individuals from all forms of abuse including, but not restricted to, physical, online, emotional, psychological, digital, sexual, mental, financial and neglect.

Cyrenians staff, volunteers and representatives are expected to demonstrate the highest standards of behaviour and professionalism in their interactions with vulnerable adults and children and must never abuse their position of trust.

We have a duty to respond to all safeguarding concerns including where this relates to incidents of abuse that occurred some time ago. There is no time limit to our accountability to vulnerable adults and children.

Cyrenians staff, representatives and volunteers must always prioritise the welfare of vulnerable adults and children above all other considerations and must do all they can to prevent, report and respond appropriately to abuse and seek advice whenever action is required.

By keeping individuals safe, we can improve more lives, protect their rights and assist them to fulfil their potential now and in the long term.

Any safeguarding issue notified to the Child Protection Lead or Deputy, the Senior Staff Lead for Safeguarding or the Trustee Safeguarding Lead, all as detailed in section 6 below, will be addressed in line with the appropriate Policy or procedure in the table in section 5 below.

4. Cyrenians' Board of Trustees

Cyrenians Board of Trustees is responsible for the governance of the whole organisation, including safeguarding. It must always act in the best interests of the charity, this includes making sure the charity has appropriate safeguarding measures in place to prevent and protect individuals from harm. As a charity working with vulnerable people, Cyrenians Trustees recognise their collective

responsibility to create and monitor an organisational culture that has safeguarding at its core, even where day to day operations are delegated to staff. They furthermore acknowledge that they will be held to account by OSCR for the management and monitoring of safeguarding policies.

The legal duty of all trustees is to act in the interests of their charity and in particular to act with care and diligence - safeguarding is a key governance priority for Cyrenians' Board. A designated Trustee will have lead responsibility for safeguarding and it is their responsibility to ensure that the safeguarding statement, procedures, related policies and training is reviewed on an annual basis along with the Senior Staff Lead for Safeguarding, Child Protection Lead and HR. The designated Trustee at any point in time can be confirmed by the Senior Staff Lead (see section 6).

The Trustee with lead responsibility will be offered Safeguarding Governance for Trustees training by an external provider and all Trustees will receive mandatory safeguarding training from either the Lead Trustee and/or Cyrenians' Child Protection Lead in 2020, and have refresher training at least every three years.

5. Policies included under this document

Cyrenians recognises that safeguarding is much wider than children protection and adults at risk. This statement covers a number of policies and procedures that are in place to ensure the prevention of abuse including, but not limited to:

Type of Document	Links to documentation
Policies	<ul style="list-style-type: none"> • Whistleblowing • Equal Opportunities • Child Protection • Adult support and protection • Anti-social behaviour • Alcohol • Drugs • Data Protection • Confidentiality • Complaints • Disclosures • Customer care • Acceptance and refusal of Gifts • Lone-working • Risk assessment • Grievance • Social Media • Recruitment • Recruitment of ex-offenders • Volunteer • Disciplinary • Bullying and Harassment
Procedures/Processes	<ul style="list-style-type: none"> • Reporting suspected abuse • Media and Communications • Data Storage
Guidelines/strategy	<ul style="list-style-type: none"> • Producing publicity materials • Media strategy • Staff Handbook

6. Contact details

Nominated Child Protection Lead

Name: Alan Jeffrey

Phone/email: 0131 475 2431, 07855 229831 alanjeffrey@cyrenians.scot

Deputy Child Protection Lead

Name: Tess Hamilton

Phone/email: 07590047554, tesshamilton@cyrenians.scot

Senior Staff Lead for Safeguarding

Name: Head of Finance & Corporate Services, currently Kathryn Reilly

Phone/email: 0131 475 2495 or kathrynreilly@cyrenians.scot

Trustee Safeguarding Lead: The Trustee with designated responsibility at any point in time can be confirmed by the Senior Staff Lead

NSPCC Helpline

0808 800 5000

7. Review

This statement and linked policies are subject to change and review when necessitated by changes in Cyrenians' policy and/or Scottish or UK legislation and national guidance. A full review of the statement and good practice is to be completed annually.

This statement was last reviewed on: 6th August 2019

Date of next review: 6th August 2020