



Carefirst Recruitment Ltd Safeguarding Policy

Introduction

1.1. Carefirst Recruitment Ltd is committed to ensuring the safety and well-being of all individuals involved in our activities, particularly children, young people, vulnerable adults, and any other individuals at risk of harm.

1.2. This safeguarding policy outlines our commitment to preventing abuse, identifying risks, and responding appropriately to safeguarding concerns within our organization.

Legal Framework

2.1. Carefirst Recruitment Ltd adheres to all relevant legislation and guidance pertaining to safeguarding, including but not limited to:

- The Children Act 1989 and 2004
- The Protection of Freedoms Act 2012
- Working Together to Safeguard Children (HM Government, latest edition)
- Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Human Rights Act 1998

Definitions

3.1. Safeguarding: The process of protecting individuals' health, well-being, and human rights, and enabling them to live free from harm, abuse, or neglect.

3.2. Child: Anyone under the age of 18.

3.3. Vulnerable Adult: Any individual aged 18 or over who is or may be in need of community care services by reason of mental or other disability, age, illness, or another condition.

Scope

Carefirst Safeguarding policy 2024.

4.1. This policy applies to all employees, volunteers, trustees, contractors, and anyone representing Carefirst Recruitment Ltd in any capacity.

4.2. It covers all activities, events, and services provided by Carefirst Recruitment Ltd, both on-site and off-site.

Key Principles

5.1. Zero Tolerance: Carefirst Recruitment Ltd has zero tolerance for any form of abuse or harm.

5.2. Respect: We respect the rights, dignity, and autonomy of all individuals.

5.3. Prevention: We take proactive measures to prevent abuse and harm from occurring.

5.4. Confidentiality: All safeguarding concerns will be handled confidentially and sensitively, following relevant data protection laws.

5.5. Empowerment: We empower individuals to speak up about safeguarding concerns and provide support to those affected.

5.6. Collaboration: We work collaboratively with relevant agencies and authorities to safeguard individuals effectively.

Roles and Responsibilities

6.1. The Board of Trustees: Responsible for ensuring that safeguarding policies and procedures are in place and regularly reviewed.

6.2. Designated Safeguarding Officer (DSO): Appointed individual(s) responsible for overseeing safeguarding within the organisation, providing advice, support, and training, and managing safeguarding concerns.

6.3. All Staff and Volunteers: Required to familiarise themselves with the safeguarding policy, undergo relevant training, and report any safeguarding concerns to the DSO.

Risk Assessment and Management

7.1. Regular risk assessments will be conducted to identify potential risks to the safety and well-being of individuals.

7.2. Appropriate measures will be implemented to mitigate identified risks.

Reporting Procedures

8.1. All safeguarding concerns must be reported to the DSO immediately.

8.2. The DSO will assess the concern, take appropriate action, and escalate to relevant authorities if necessary.

8.3. Whistleblowing procedures are in place to enable individuals to report concerns about safeguarding practices within the organization.

Training and Awareness

9.1. All staff and volunteers will receive appropriate training on safeguarding policies, procedures, and their responsibilities.

9.2. Regular awareness-raising activities will be conducted to promote a culture of safeguarding within the organisation.

Review and Monitoring

10.1. This policy will be reviewed annually and updated as necessary to reflect changes in legislation, guidance, or organisational practices.

10.2. Compliance with the safeguarding policy will be monitored regularly, and any concerns or breaches will be addressed promptly.

Implementation

11.1. This policy will be communicated to all staff, volunteers, trustees, and relevant stakeholders, and made available on Carefirst Recruitment Ltd website and premises.

Carefirst Recruitment Ltd is committed to safeguarding and promoting the welfare of all individuals involved in our activities. Any concerns about safeguarding should be reported to the Designated Safeguarding Officer.