

NEMS safeguarding policy – children and adults

1. Definition

Safeguarding is broader than ‘child protection’ or ‘adult protection’ as it also includes prevention. Safeguarding can be defined as:

- a. All parties working with children, young people, their families or adults take all reasonable measures to ensure that the risks of harm to children and adults’ welfare are minimised; and
- b. Where there are concerns about children or vulnerable adults’ welfare, all parties take appropriate actions to address these concerns

NEMS is aware that it has a duty to protect children and vulnerable adults from abuse. Abuse can be defined as any behaviour which knowingly or unwittingly causes harm, engages life or violates right. Abuse includes physical, sexual, psychological, financial, neglect and modern slavery.

It is possible that NEMS will become aware of actual or potential abuse within its community and this policy sets out NEMS’ commitment to protect members from harm.

2. Key aims

NEMS believe that adults and children have rights and that these should be respected and safeguarded. NEMS is therefore committed to:

Ensuring that all members of NEMS irrespective of age, gender, disability, race, sexual orientation, nationality and economic status have a right to be protected from abuse

- a. Supporting and working with partnership with agencies whose role is to legally protect children and vulnerable adults from harm.
- b. Having an appropriate staff and volunteer (lay leaders) recruitment procedure – ensuring all trustees, staff, and volunteers have been DBS (disclosure and barring service) checked. There should be a separate DBS policy in place for each individual.
- c. Making responsibilities regarding these issues clear to trustees, staff, volunteers (including lay leaders) delivering services and activities.
- d. NEMS to have designated safeguarding leads and to be able to respond quickly and effectively when issues arise.
- e. Sharing information appropriately and on a need-to-know basis. NEMS Data Protection and Information Sharing Policy and guidelines are set out in this procedure.

3. Key principles

- a. The welfare of all NEMS’ members is the key concern and the need to protect them from abuse will override any other principles.
- b. It is the responsibilities of everyone within the organisation to report any concerns they have to the safeguarding leads of NEMS.

- c. Wherever possible the member's consent will be sought prior to disclosure of information but consent may not be required if there is a concern about a person's health and safety due to the urgency or seriousness of the situation.
- d. NEMS will comply with Local Children Safeguarding Partnership and Adult Safeguarding Board protocols and referrals procedures.

4. Who this policy affects

This policy affects all trustees, staff, volunteers (lay leaders) and members of NEMS.

5. Implementation

- a. To implement this policy NEMS will brief staff, volunteer (lay leaders) and members on the Policy and related procedures.
- b. Develop guidelines and procedures which will be available to all members.
- c. Provide training to trustees, staff, volunteers (lay-leaders) on the policy and related procedures.
- d. Work with the Local Authority Safeguarding procedure – applying their procedures when sharing or receiving information regarding a member's safety.
- e. Promote the policy to all in NEMS.
- f. Identify safeguarding leads and inform the community who the leads are and how they can be contacted.

6. Monitoring and review

This Policy will be reviewed annually to ensure that it complies with legislative requirements and best practice. It is subject to the approval of NEMS trustees for approval after each review.

7. Performance against the policy will be monitored via

- a. Discussions of safeguarding issues as part of induction of staff, volunteers and trustees via one to one or group meetings.
- b. Regular updates at NEMS executive meetings.
- c. Safeguarding agenda reported and added to the AGM.

8. Related guidance, policy and procedure

- a. DBS check policy.
- b. Data protection and information sharing policy and guidelines.
- c. Local Authority's protocols and procedures for children and vulnerable adults.

Approved at the NEMS Executive Committee – 18/10/2021