

3HEART MINISTRY CIO

Safeguarding Vulnerable Adults and Children Policy

Version 1.0 | Approved by Trustees on 30.04.25 Review Date: 30.04.26

1. Purpose

The purpose of this policy is to ensure the protection of children and vulnerable adults who are involved with 3Heart Ministry. We are committed to safeguarding their welfare and ensuring they are safe from harm while engaging with our services and activities.

2. Scope

This policy applies to:

- All trustees, employees, volunteers, and contractors of 3Heart Ministry.
- Anyone who comes into contact with children, young people, or vulnerable adults through their involvement with the charity.

3. Safeguarding Principles

3Heart Ministry will:

- Prioritise the safety and welfare of children and vulnerable adults.
- Take all concerns regarding the safety of individuals seriously and address them promptly.
- Provide a safe environment where individuals feel valued, respected, and protected from harm.
- Ensure that staff and volunteers receive safeguarding training and understand their responsibilities.

4. Legal Framework

This policy is underpinned by relevant UK legislation, including:

- The Children Act 1989 and 2004
- The Safeguarding Vulnerable Groups Act 2006
- The Protection of Freedoms Act 2012
- The Care Act 2014
- Working Together to Safeguard Children 2018

5. Responsibilities

- Trustees are responsible for ensuring the overall safeguarding framework is in place and effective.
- Managers are responsible for ensuring that staff and volunteers are aware of their safeguarding responsibilities and receive appropriate training.
- All staff and volunteers are responsible for ensuring that they act to protect the safety of children and vulnerable adults and report any concerns.

6. Reporting Concerns

Any individual who has concerns about the safety or wellbeing of a child or vulnerable adult should report it immediately to the designated safeguarding officer (DSO) or a senior member of the charity.

- All concerns will be taken seriously and handled confidentially.
- Concerns may include: disclosures of abuse, observations of inappropriate behaviour, or any situation that suggests an individual is at risk.

7. Responding to Allegations

If an allegation of abuse or neglect is made, 3Heart Ministry will:

- Follow safeguarding procedures in line with the local authority's safeguarding policies.
- Ensure that the person making the allegation is supported and that the matter is dealt with in accordance with the law.
- Refer the matter to the relevant authorities (e.g., local social services or police) if necessary.
- Ensure that the accused person is treated fairly, but that the welfare of the alleged victim remains the priority.

8. Confidentiality

Information shared during safeguarding concerns will be kept confidential, with disclosure made only to those who need to know in order to protect the individual or investigate the concern.

9. Training and Awareness

- All staff and volunteers working with young people will receive safeguarding training as part of their induction and ongoing professional development.
- Safeguarding training will include information on recognising the signs of abuse, how to report concerns, and how to create a safe environment.
- The DSL (Gemma Smith-Alexander) is responsible for overseeing all Safeguarding operations.

10. Monitoring and Review

This policy will be reviewed every two years to ensure its effectiveness and compliance with current legislation. Feedback from staff, volunteers, and service users will be considered in the review process.

11. Related Policies

- Code of Conduct / Behaviour Policy
- Equal Opportunities and Diversity Policy
- Complaints Policy

Approved by:

Chair of Trustees

30.04.25