

# ESAN COMMUNITY OF MANCHESTER CIC

45 Middle Hillgate Stockport Greater Manchester SK1 3DG England

## ESAN COMMUNITY OF MANCHESTER (ECM) CIC

acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice as defined in the relevant legislations such as Children First Act 2015, Equality Act 2020, The Care Act 2014, Safeguarding Vulnerable Groups Act (SVGA) 2006 and Human Rights Act 1998.

The policy recognises that the welfare and interests of children and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of age, gender, religion or beliefs, ethnicity, disability, sexual orientation or socio-economic background, all children and vulnerable adults have a positive, enjoyable and fair experience at ESAN COMMUNITY OF MANCHESTER CIC

- in a safe and child centred environment
- are protected from abuse whilst participating in any activity provided by the ECM or outside of the activity.

ECM acknowledges that some children, including disabled children and young people or vulnerable adults or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy the ESAN COMMUNITY OF MANCHESTER CIC will

- promote and prioritise the safety and wellbeing of children and young people
- promote and prioritise the safety and wellbeing of vulnerable adults
- ensure everyone understands his/her roles and responsibilities in respect of safeguarding and is provided with appropriate training/retraining and learning opportunities in child and adult safeguarding at a minimum of Level 1 to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people and vulnerable adults
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concerns
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation and embedded in ECM's processes.

The policy and procedures will be widely promoted and are mandatory for everyone involved in ESAN COMMUNITY OF MANCHESTER CIC

Failure to comply with the policy and procedures will be addressed without any delay and may ultimately result in dismissal/exclusion from the Association.

## Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as a result of any other significant change or event.