



Safeguarding Policy

Safeguarding is a fundamental part of Newbiggin Arts Centre (NAC)'s work and this commitment is reflected in the values of our charity, which inform and support all of our safeguarding activity:

- We are respectful
- We treat others as they would want to be treated
- We are inclusive
- We work together, we involve and we consult
- We are solutions-focused
- We ensure that what we do makes a real difference
- We are expert
- We strive to be the best at what we do.
- We are empowering
- We support others to achieve their goals

Guiding Principles

Everyone's responsibility - Everyone at NAC has a responsibility to keep children and vulnerable adults who need care and support safe from abuse and neglect.

Prevention – We will put sensible measures in place to prevent abuse, including the use of safe recruitment practices, promoting safe working practice and raising awareness of safeguarding.

Protection – We will provide policy, procedures, information and training to enable all NAC Trustees and volunteers to identify and respond appropriately to concerns about abuse.

Partnership - NAC will work in Partnership with statutory, regulatory and other relevant organisations to ensure that safeguarding concerns are responded to appropriately.

Empowerment – We will be person-centred and uphold rights in our safeguarding work

Accountability - We aim to be transparent in our approaches and recognise the need for continuous learning and improvement.

Roles and Responsibilities

All Trustees and volunteers

Every individual working for/with NAC, irrespective of their role, has a part to play in safeguarding children and vulnerable adults who need care and support. All staff will undertake training and must familiarise themselves with our Safeguarding Policy and Procedures.

Trustees

NAC trustees approve the Safeguarding Policy and have a duty of care to their charity, which includes taking the necessary steps to safeguard those at risk from abuse, managing risk and protecting the reputation of the charity.

Committee Members

Committee Members have a responsibility to ensure that safeguarding is included, where appropriate, in the strategic plans, risk assessments, communications and quality assurance processes of the charity. They are responsible for ensuring that they, and the volunteers that they supervise, are aware of NAC's safeguarding policy and procedures and access relevant training. They should promote the discussion of safeguarding at team meetings and as part of supervision or one-to-one meetings. They may be required to make decisions relating to complex or serious safeguarding concerns and can seek advice from the Head of Safeguarding where required.

Head of Safeguarding

The Head of Safeguarding is the Designated Person for Safeguarding at NAC, currently Mrs Susan Case. They are responsible for developing and quality assuring safeguarding activity across NAC and supporting best practice for external stakeholders.

Breaches of Policy

Failure to comply with the NAC safeguarding policy may be managed in a number of ways, depending on the nature and consequences of any incident. In some cases a combination of responses may be required.

- Local authority co-ordinated safeguarding investigation
- Police investigation
- Referral to the Disclosure & Barring Service (DBS)
- People & Performance disciplinary process
- Serious incident reporting to The Charity Commission
- Internal review or co-operation with an external review

Equality Statement

NAC is committed to providing services and facilities which embrace diversity and that promote equality of opportunity. Everyone who accesses our services or works for/with us in a paid or voluntary capacity should be safe, empowered to play a part in promoting their own welfare and that of others and able to live a life free from abuse. This applies to all, regardless of age, sex, ethnicity, disability, sexuality or belief.

Signed on behalf of the NAC Board of Trustees:

Steve Wilkinson
Chairman of the Board of Trustees
29th November 2020