

# PYRAMID MENTORING

## Safeguarding Policy Statement

### The purpose and scope of this policy statement

Pyramid Mentoring provides a high quality mentoring service that supports children, young people and at risk adult clients to achieve person centred goals.

With our expertly trained mentors we develop confidence, skills, independence, resilience and positive experiences through a bespoke programme that inspires change to help clients on their journey to reach their potential.

We recognise that because of our day to day contact with at risk adults, children and young people, Pyramid mentoring's staff are well placed to observe the outward signs of abuse.

The purpose of this policy statement is:

- to protect children and young people who receive Pyramid Mentoring's services from harm. This includes the children of adults who use our services
- to protect at risk adults who receive Pyramid Mentoring's services from harm
- to protect children, young people and at risk adults who do not receive Pyramid Mentoring's services from harm
- to provide staff and volunteers, as well as adults, children and young people and their families, with the overarching principles that guide our approach to child protection and adult safeguarding.

This policy applies to anyone working on behalf of pyramid mentoring, including senior managers and directors, paid staff, volunteers, sessional workers, self employed contractors, agency staff and students.

### Legal framework

This policy and related procedures have been drawn up on the basis of legislation, policy and guidance that seeks to protect adults and children in England.

A summary of the key legislation and guidance for children and young people is available from [Child protection system for England | NSPCC Learning](#)

A summary of the key legislation and guidance for adults is available from [Legislation relating to safeguarding adults | Overview for social care | SCIE](#)

The welfare of a child is paramount and everyone's responsibility under Working Together to Safeguard Children, 2023 and Keeping Children Safe in Education, 2023, all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.

Pyramid Mentoring will utilise and follow safeguarding guidance as specified by the local authority in which the safeguarding concern is raised [Welcome to the South West Child Protection Procedures \(trixonline.co.uk\)](http://trixonline.co.uk)

All adults that we work with directly are classed under the safeguarding duties as at risk (The Care Act 2014).

## Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents in particular:

- Safeguarding procedure; responding to, recording and information sharing after a disclosure or concern
- Code of conduct for staff
- Recruitment and selection policy
- Bullying and harassment policy
- Complaints policy
- Modern slavery policy
- Whistleblowing
- Health and safety
- Absence and Attendance policy

## We believe that:

- Adults, children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all at risk adults, children and young people,
- We have a responsibility to keep children and young people safe and to practise in a way that protects them.
- We have a responsibility to prevent harm and reduce the risk of abuse or neglect to adults with care and support needs and to practise in a way that protects them.
- We have a responsibility to safeguard adults in a way that supports them in making choices and having control about how they want to live

## We recognise that:

- The welfare of our clients both adults, children and young people is paramount in all the work we do and in all the decisions we take
- Working in partnership with our adult clients, children, young people, their parents, carers, commissioning authorities and other agencies is essential in promoting both adults and young people's welfare
- All adults, children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse and some are additionally vulnerable because of the impact of previous

experiences, their level of dependency, communication needs or other issues. Extra safeguards may be needed to keep those who are additionally vulnerable safe from abuse.

- Recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and where appropriate, have regard to their views, wishes, feelings and beliefs in deciding on any safeguarding action.

## **We will seek to keep adults, children and young people safe by:**

- Valuing, listening to and respecting them
- Appointing a nominated safeguarding lead
- Adopting child protection and adult safeguarding best practice through our policies, procedures and code of conduct for staff
- Providing effective safeguarding management for staff through supervision, support and annual training so that all staff understand safeguarding, their responsibilities and follow our policies, procedures and behaviour codes confidently and competently
- Recruiting and selecting staff safely, ensuring all necessary checks are made in line with the statutory guidance from section 3 of Keeping Children Safe in Education, 2023 including 2 satisfactory references, right/fitness to work and overseas checks and the result of an enhanced with barring DBS for both adults and children.
- Recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- Reviewing and quality assuring records, policies and procedures on at least an annual basis at DSL/Senior management level
- Sharing information about safeguarding and our policies with adult clients, children, young people and their families when we start to work with them and throughout our time with them
- Sharing our safeguarding policy and procedures with commissioning bodies
- Making sure that adults, children, young people and their families know where to go for help if they have a concern
- Using our safeguarding adults and child protection procedures to identify low level concerns and those that reach the harm-test, share concerns and relevant information with agencies where appropriate; LADO, police, health providers, the NSPCC and where required, referring to the disclosure and barring service.
- Seeking informed consent from adult clients (unless it would put them at greater risk) and being transparent, involving children and young people where appropriate
- Working to identify causes for concern including low level concerns and monitor and assess changing situations or risk of harm
- Using our procedures to manage any allegations against staff and volunteers appropriately
- "Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise"
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where staff, adult clients, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

## **Nominated safeguarding lead**

Name: Lucy Champion

Email: lucy@pyramid-mentoring.co.uk

**Deputy safeguarding lead(s)**

Name(s): Jay Lee

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This policy was last reviewed on: 13<sup>th</sup> June 2024

Signed: .....Lucy Champion.....

Date: .....13<sup>th</sup> June 2024.....