

# **Safeguarding Policy**

## **1. Introduction**

Radio Frimley Park is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We recognize our responsibility to take all reasonable steps to ensure their safety and to prevent abuse and exploitation.

## **2. Purpose**

This policy outlines our approach to safeguarding, providing guidance for staff, volunteers, trustees, and other representatives on identifying and responding to safeguarding concerns.

## **3. Scope**

This policy applies to all individuals working with or on behalf of Radio Frimley Park, including employees, volunteers, trustees, and partners.

## **4. Definitions**

- Child: Any person under the age of 18.
- Vulnerable Adult: Any person aged 18 or over who is unable to protect themselves against significant harm or exploitation due to disability, age, illness, or other factors.
- Abuse: Any action that intentionally harms or injures another person, including physical, emotional, sexual, and financial abuse, as well as neglect.

## **5. Safeguarding Principles**

- Best Interests: The welfare of children and vulnerable adults is paramount.
- Equality and Non-Discrimination: All individuals should be treated with respect and dignity, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity.
- Empowerment: Individuals should be supported and encouraged to make their own decisions and give informed consent.

## **6. Responsibilities**

- Trustees: Ensure safeguarding policies and procedures are in place and reviewed annually.
- Staff and Volunteers: Understand and adhere to the safeguarding policy, report any concerns, and participate in relevant training.
- Designated Safeguarding Lead (DSL): Oversee safeguarding practices, receive and act on safeguarding concerns, and liaise with external agencies when necessary.

## **7. Recognising Abuse**

All representatives of Radio Frimley Park should be vigilant and aware of the signs of abuse, which may include:

- Physical Abuse: Unexplained injuries, bruises, or burns.
- Emotional Abuse: Excessive withdrawal, fearfulness, or anxiety.
- Sexual Abuse: Inappropriate sexual behaviour or knowledge.
- Neglect: Poor hygiene, malnutrition, or unattended medical needs.

- Financial Abuse: Unexplained withdrawals from bank accounts, missing money, or belongings.

## **8. Reporting and Responding to Concerns**

- Immediate Danger: If someone is in immediate danger, call emergency services (999).
- Non-Immediate Concerns: Report concerns to the DSL as soon as possible.
- Recording: Document the concern in writing, including dates, times, and any relevant information.
- Confidentiality: Maintain confidentiality and share information only with those who need to know to protect the individual.

## **9. Safeguarding Procedures**

- Recruitment: Conduct appropriate background checks including, but not necessarily limited to, DBS checks, for all staff and volunteers. (DBS checks are conducted on the charity's behalf by FHFT.)
- Training: Provide regular safeguarding training to all representatives.
- Supervision: Ensure adequate supervision and support for staff and volunteers.
- Partnerships: Work with other organizations to promote safeguarding and share best practices.

## **10. Review and Monitoring**

This policy will be reviewed bi-ennially by the trustees to ensure it remains relevant and effective. Any changes will be communicated to all representatives of Radio Frimley Park.

## **11. Contact Information**

- Designated Safeguarding Lead: Chair, Radio Frimley Park
- Local Authority Safeguarding Team: 0300 200 10050 (Out of Hours 01483 517898)
- Emergency Services: 999

## **12. Conclusion**

Radio Frimley Park is dedicated to creating a safe and supportive environment for all individuals we work with. By adhering to this safeguarding policy, we aim to protect the most vulnerable members of our community and uphold their rights to safety and well-being.

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