



Safeguarding Policy

Neurodelicious CIC

Purpose and Scope of Policy:

The purpose of this policy statement is:

- to protect people who receive Neurodelicious CIC's services from harm.
- to provide staff and volunteers with the overarching principles that guide our approach to protection.

This policy applies to anyone working on behalf of Neurodelicious CIC including the board, senior managers, paid staff, contractors, volunteers, agency staff and students.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect people in England.



We Recognise that:

the welfare of people is paramount in all the work we do and in all the

- decisions we take
- working in partnership with people, their parents, carers and other agencies is essential in promoting people's welfare
- all 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
- some people 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 people who are additionally vulnerable safe from abuse.

We Will Keep People Safe by:

- valuing, listening to and respecting them
- appointing a nominated protection lead
- adopting protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers



- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- sharing information about safeguarding and good practice with people and their families via one-to-one discussions
- making sure that people know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment



- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, people and their families, treat each other with respect and are comfortable about sharing concerns.

Contact Details:

Nominated safeguarding lead

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Date Of Last Review of Policy:

1st January 2024