



## **Safeguarding policy**

### **Policy Statement**

Safeguarding is a fundamental part of North East Forum on Ageing's work and this commitment is reflected in the quality standards and the values of our organisation, 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 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 NEFA as a responsibility to keep older people 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 NEFA staff and volunteers to identify and respond appropriately to concerns about abuse.
- \* Partnership - NEFA 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 staff and volunteers**

Every individual working for NEFA, irrespective of their role, has a part to play in safeguarding older people who need care and support. All staff and volunteers must familiarise themselves with our Safeguarding Policy and Procedures.

## NEFA Partners

NEFA Partners will make their own arrangements for safeguarding, in partnership with their local Adult and Children's (where required) Safeguarding Boards.

### Breaches of Policy

Failure to comply with the NEFA 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
- \* Internal review or co-operation with an external review

## Equality Statement

NEFA is committed to providing services which embrace diversity and that promote equality of opportunity. Everyone who accesses our services or works for 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.

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