

## Safeguarding Policy

At Mercy UK, we are committed to building, maintaining and developing a sound culture of safeguarding.

In our commitment, we aim to:

- Adhere to regulatory best practice in accordance with the Human Rights Act 1998, Sexual Offences Act 2003, Mental Capacity Act 2005, Equality Act 2010, the Children Act 1989 & 2004, Working Together to Safeguard Children 2018, and the Care Act 2014
- Provide the necessary funds, resources and expertise to ensure the safeguarding of others including our team members, beneficiaries (service-users) and visitors
- Cultivate a working environment where employees are up to date on safeguarding protocols and measures, can access safeguarding advice and support easily, know how to report concerns and respond to safeguarding risks

As the employer, Mercy UK is responsible to:

- Provide adequate training and supervision to ensure team members are competent in identifying, reporting and responding to safeguarding concerns
- Engage and consult with team members through a safeguarding hub, regarding Mercy UK's safeguarding obligations and providing advice and supervision on safeguarding best practice
- Implement effective and efficient safeguarding protocols including 'Safer Recruitment' protocols
- Display the safeguarding policy and structure, and monitoring and reviewing the management of our safeguarding practice against our safeguarding policies.
- Consult with safeguarding agencies and lead in a collaborative approach to safeguarding others

The above responsibilities need the full co-operation of all employees who are required under the Care Act 2014 to give all possible assistance aimed at the successful implementation of this policy. In order to achieve this, it is the responsibility of every employee to:

- Comply with the safeguarding protocols issued by Mercy UK and the 4 'R's of reporting safeguarding concerns; Recognise, Respond, Report and Record

- Co-operate with Mercy UK, as the employer, to ensure that the aims of our safeguarding policies are achieved and any duty or requirement imposed on the charity by or under any of the relevant statutory provisions is complied with
- Report all safeguarding concerns in a timely manner to the designated safeguarding officer (designated safeguarding officers are displayed in Cornerstone kitchen & room 2, or the programme office of the Mercy Home)
- Undertake all safeguarding training provided by Mercy UK including, but not limited to, spiritual abuse & coercion training, safeguarding adults, mental health first aid training

Protocols for raising safeguarding concerns around illegal, immoral or unethical activity on the part of Mercy UK, are outlined in our Ethical Framework & Whistleblowing Policy available at [www.mercyuk.org](http://www.mercyuk.org)

## Safeguarding Structure

| Statement of General Policy:  |   | Person Responsible:  |
|---|---|--|
| Adhere to regulatory best practice in accordance with the Human Rights Act 1998, Sexual Offences Act 2003, Mental Capacity Act 2005, Equality Act 2010, Childrens Act 1989 & 2004, Working Together to Safeguard Children 2018, Care Act 2014 |   | Dr Rob Waller<br>Safeguarding Lead Trustee<br><a href="mailto:safeguarding@mercyuk.org">safeguarding@mercyuk.org</a> |
| Provide the necessary funds, resources and expertise to ensure the safeguarding of others including our team members, beneficiaries (service-users) and visitors  |   | Dr Rob Waller<br>Safeguarding Lead Trustee   |
| Cultivate a working environment where employees are up to date on safeguarding protocols measures, can access safeguarding advice and support easily, know how to report concerns and respond to safeguarding                                 |   | Catrina Barlow<br>Lead Safeguarding Officer  |
| Provide adequate training and supervision to ensure team members are competent in identifying, reporting and responding to safeguarding concerns  |   | Catrina Barlow<br>Lead Safeguarding Officer  |
| Engage and consult with team members through a safeguarding hub, regarding Mercy UK's safeguarding obligations and providing advice and supervision on safeguarding best practice   |   | Catrina Barlow<br>Lead Safeguarding Officer  |
| Implement effective and efficient safeguarding protocols including 'Safer Recruitment' protocols & lead in a collaborative approach to safeguarding others  |   | Catrina Barlow<br>Lead Safeguarding Officer  |
| Display the safeguarding policy and structure, and monitor and review the management of our safeguarding practice against our safeguarding policies   |   | Catrina Barlow<br>Lead Safeguarding Officer  |
| Safeguarding Policy & Structure Displayed in:   | Cornerstone Team Room & Home Programme Office   |  |
| List of Safeguarding Officers Displayed in:   | Cornerstone Team Room, Reception & Programme Office   |  |
| Person Responsible for Management of Safeguarding Officers and Safeguarding Hub:  | Catrina Barlow – <a href="mailto:catrina.barlow@mercyuk.org">catrina.barlow@mercyuk.org</a> |  |