



SAFEGUARDING

ADULTS

CORPORATE POLICY

R360 Media, Theatre, and Arts Adult Safeguarding Policy

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1. Introduction

R360 Media, Theatre, and Arts (hereafter referred to as R360) is committed to ensuring the safety, well-being, and protection of all adults who engage with our media, theatre, and performing arts training programs.

R360 Media, Theatre and Arts organization is committed to providing a safe and supportive environment for all individuals participating in its media, theatre, and performing arts training programs.

This Adult Safeguarding Policy outlines our commitment to safeguarding vulnerable adults, (*including UNEMPLOYED ADULTS, INDIVIDUALS SUFFERING FROM MENTAL ILLNESS, and OLDER ADULTS*) in Manchester, United Kingdom. The policy is based on the Care Act 2014 and aims to promote the well-being and protect the rights of all adults involved in our activities.

This safeguarding policy aims to create a safe and supportive environment for unemployed adults, adults suffering from mental illness, and older adults in Manchester, United Kingdom. The policy outlines the procedures and guidelines that R360 will follow to prevent and respond to safeguarding concerns effectively.

2. Scope

This safeguarding policy applies to all individuals involved in R360's media, theatre, and performing arts training programs, including but not limited to:

Participants (unemployed adults, adults suffering from mental illness, and older adults)

Employees

Volunteers

Freelancers

Contractors

Visitors



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3. Safeguarding Statement

R360 Media, Theatre and Arts is committed to safeguarding and promoting the welfare of adults at risk. We recognize our responsibilities under the Care Act 2014 to ensure that all individuals, regardless of age, background, or ability, are protected from abuse and exploitation. We aim to create an environment that is free from harm and to empower individuals to live a life free from abuse or neglect.

4. Legal Framework

This policy adheres to all relevant UK legislation concerning safeguarding adults, including but not limited to:

The Care Act 2014

The Mental Capacity Act 2005

The Mental Health Act 1983

The Human Rights Act 1998

The Safeguarding Vulnerable Groups Act 2006

5. Definitions

For the purpose of this policy, the following terms will have the following meanings:

"Adult" refers to any individual aged 18 years or over who engages with R360's programs.

"Safeguarding" refers to the process of protecting adults from harm, abuse, neglect, and exploitation.

"Safeguarding Concerns" include any allegations, suspicions, or disclosures of abuse or harm to an adult participating in R360's programs.

6. The Six Principles of Safeguarding

All adult safeguarding work at R360 Media, Theatre and Arts is underpinned by the following Six Principles of Safeguarding:

- I. Empowerment: We empower adults to make their own choices and decisions while ensuring they have the information and support; they need to do so.



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- II. Prevention: We take proactive measures to prevent abuse or neglect and address potential risks.
- III. Proportionality: Our safeguarding responses are proportionate to the risks and needs of the individual.
- IV. Protection: We take action to support and intervene to protect adults at risk from harm or abuse.
- V. Partnership: We work collaboratively with relevant agencies and organizations to ensure the best outcomes for adults at risk.
- VI. Accountability: We are accountable for the effectiveness of our safeguarding arrangements and take responsibility for learning and improvement.

7. Confidentiality

R360 Media, Theatre and Arts recognize the importance of confidentiality in safeguarding matters. Any personal or sensitive information shared with us will be treated with the utmost confidentiality and will only be shared with relevant individuals on a need-to-know basis for safeguarding purposes. All staff and volunteers are required to sign confidentiality agreements as part of their commitment to safeguarding.

8. Duty of Candour

R360 Media, Theatre and Arts are committed to being open, transparent, and honest in our safeguarding practices. We will take appropriate action if any mistakes or incidents occur, ensuring that affected individuals are informed and supported appropriately.

9. Safeguarding Responsibilities

R360 Media, Theatre and Arts takes responsibility for implementing and maintaining effective safeguarding procedures. This includes ensuring that all staff and volunteers undergo appropriate training and are aware of their responsibilities in safeguarding adults at risk. Additionally, the organization will conduct regular risk assessments and monitor safeguarding practices to identify and address any areas of concern.



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9.1. R360 Management: The management team of R360 is responsible for implementing and maintaining this safeguarding policy. They will provide the necessary resources, training, and support to ensure its effective implementation.

9.2. Staff and Volunteers: All staff members and volunteers working with R360 have a responsibility to be vigilant and report any safeguarding concerns they become aware of to the designated safeguarding officer.

9.3. Designated Safeguarding Officer (DSO): R360 will appoint a qualified and trained DSO who will be responsible for overseeing all safeguarding matters. The DSO will act as the main point of contact for any safeguarding concerns and will ensure appropriate actions are taken.

10. Safeguarding Procedures

10.1. Reporting Concerns: Anyone who has a safeguarding concern must report it immediately to the designated safeguarding officer or another senior member of the management team. Concerns can be raised verbally or in writing and will be treated confidentially and sensitively.

10.2. Responding to Concerns: The DSO will assess and respond to all safeguarding concerns promptly and appropriately. If necessary, external agencies, such as the local authority or the police, will be informed and involved in the investigation.

10.3. Confidentiality: All information related to safeguarding concerns will be handled confidentially and shared on a need-to-know basis. Personal data will be processed in accordance with applicable data protection laws.

10.4. Support: R360 will ensure that appropriate support and assistance are provided to the adult involved in the safeguarding concern. This may include access to counselling services, advocacy, or signposting to relevant support organizations.

11. Safer Recruitment

R360 will implement robust safer recruitment practices to ensure that all staff, volunteers, and contractors working with vulnerable adults have undergone appropriate background checks and hold valid DBS (Disclosure and Barring Service) certificates.



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12. Training and Awareness

R360 will provide regular safeguarding training and awareness sessions for all staff, volunteers, and contractors. Training will cover recognizing signs of abuse, reporting procedures and responsibilities, how to respond appropriately to safeguarding concerns, and best practices for working with vulnerable adults.

13. Communication

This safeguarding policy will be made available to all individuals involved with R360's programs. It will also be prominently displayed on the organization's website.

14. Review

This safeguarding policy will be reviewed annually by the management team and updated as necessary to ensure it remains relevant and effective.

15. Implementation

This safeguarding policy will be effective from the date of approval and will apply to all activities undertaken by R360 Media, Theatre, and Arts.

16. Code of Conduct

All individuals associated with R360 Media, Theatre, and Arts are expected to adhere to the following code of conduct:

16.1. Respect and Dignity: Treat all adults with respect, dignity, and empathy, recognizing their individuality and uniqueness.

16.2. Appropriate Boundaries: Maintain appropriate professional boundaries with adults, ensuring interactions are respectful and supportive.

16.3. No Discrimination: Refrain from any form of discrimination based on age, gender, race, religion, disability, sexual orientation, or any other protected characteristic.

16.4. No Abuse or Harassment: Never engage in any form of abuse, neglect, exploitation, or harassment towards adults participating in R360's programs.



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16.5. Privacy and Confidentiality: Safeguard the confidentiality and privacy of all adult participants, refraining from sharing sensitive information without proper authorization.

16.6. Reporting Concerns: Report any safeguarding concerns promptly to the designated safeguarding officer or a senior member of the management team.

17. Communication with Vulnerable Adults

When communicating with vulnerable adults participating in R360's programs, staff and volunteers are advised to:

17.1. Use Clear Language: Use clear and simple language to ensure effective communication, taking into account individual needs and abilities.

17.2. Active Listening: Practice active listening to understand the concerns and needs of adults effectively.

17.3. Respect Independence: Encourage adults to make their own decisions whenever possible, respecting their autonomy and capacity to make choices.

17.4. Obtain Consent: Obtain explicit consent before sharing any personal information or engaging in any activities with adult participants.

18. Protection of Vulnerable Adults

18.1. Preventing Abuse: R360 will take proactive measures to prevent abuse or harm to vulnerable adults, including providing a safe and inclusive environment.

18.2. Monitoring and Supervision: All activities involving vulnerable adults will be adequately monitored and supervised to ensure their safety.

18.3. Recognizing Signs of Abuse: Staff and volunteers will be trained to recognize the signs of abuse and neglect and report any concerns immediately.

18.4. Safeguarding Plan: If a vulnerable adult is identified as being at risk, R360 will work with relevant agencies and professionals to create a safeguarding plan to protect their well-being.



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19. Recognition of Abuse

R360 Media, Theatre and Arts will ensure that all staff and volunteers are familiar with the signs and symptoms of abuse, including physical, emotional, financial, and sexual abuse, as well as neglect and exploitation. They will be trained to recognize indicators of abuse and know how to respond appropriately.

20. Types of Abuse

Our safeguarding policy covers a range of abuse types, including but not limited to:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Financial abuse
- Neglect
- Exploitation

21. Procedure for Reporting Concerns Regarding Adults

Any safeguarding concerns regarding adults participating in R360 Media, Theatre and Arts activities must be reported promptly to the designated Safeguarding Officer. The Safeguarding Officer will follow the organization's Safeguarding Reporting Procedure, which includes notifying relevant authorities as required by law.

22. Confidential Reporting – Whistleblowing

R360 Media, Theatre and Arts have a confidential whistleblowing procedure in place to allow individuals to report safeguarding concerns anonymously if they wish. We encourage an open and supportive culture where individuals feel safe to raise concerns without fear of reprisal.

23. Capacity and Consent

We recognize that adults have the right to make their own decisions and have their choices respected. When providing support or interventions, we will consider an individual's capacity to make decisions and ensure informed consent is obtained whenever necessary.



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24. Multi-Agency Cooperation

R360 Media, Theatre and Arts will work in collaboration with relevant agencies, such as local authorities, healthcare providers, and social services to safeguarding vulnerable adults. This may include working with law enforcement and other related agencies when necessary to ensure effective safeguarding responses and support for adults at risk.

25. Feedback and Complaints

R360 Media, Theatre and Arts encourages feedback from participants and stakeholders about its safeguarding procedures and practices. Any complaints related to safeguarding will be taken seriously and addressed in a timely and appropriate manner.

26. Review and Monitoring

The designated safeguarding officer will conduct regular reviews of this safeguarding policy and monitor its implementation. Any necessary updates or improvements will be made to enhance the effectiveness of safeguarding measures.

27. Conclusion

R360 Media, Theatre and Arts are committed to promoting the safety and well-being of all adults involved in our media, theatre, and performing arts training programs. This policy outlines our commitment to safeguarding, and we will regularly review and update the policy to ensure it remains relevant and effective in protecting vulnerable adults.

28. References

This Adult Safeguarding Policy is based on the Care Act 2014 and other relevant legislation. References used in developing this policy are available upon request.

Signed:

Name: Ayoade Adedokun

Signature: 



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Date: 16/05/2022.

Name: Christopher AJANAKU

Signature: christok Ajaku

Date: 16/05/2022.

Note: This policy is subject to regular review and may be updated as needed to align with changes in legislation, best practices, or the organization's activities.