



CORE GOVERNANCE AND POLICY FRAMEWORK

Safeguarding Policy

Policy Summary

This policy outlines how Dinas Integration Services CIC safeguards children, young people, adults at risk, staff, volunteers, and community members who come into contact with our organisation.

Policy Owner

- Directors of Dinas Integration Services CIC

Policy Lead

- Designated Safeguarding Lead (DSL)

Review Cycle

Every 3 years or sooner if legislation changes.

Purpose

Dinas Integration Services CIC is committed to creating a safe, inclusive, and respectful environment for everyone who engages with our organisation.

We recognise that safeguarding is everyone's responsibility.

This policy explains:

- How we prevent abuse, exploitation, neglect, and harm
- How safeguarding concerns are reported and managed
- Our responsibilities towards children and adults at risk
- Our commitment to safer working practices

Scope

This policy applies to:

- Staff
- Volunteers
- Trustees/directors
- Sessional workers
- Students and interns
- Partner organisations
- Contractors
- Anyone representing Dinas Integration Services CIC

Safeguarding Principles

Dinas Integration Services CIC will:

- Promote the welfare and safety of children and adults at risk
 - Maintain a zero-tolerance approach to abuse and exploitation
 - Work in a trauma-informed and person-centred way
 - Respect dignity, culture, faith, identity, and lived experience
 - Listen to the voice of the individual
 - Work collaboratively with statutory safeguarding agencies
 - Ensure safeguarding concerns are acted upon appropriately
- maintain confidentiality while sharing information where necessary to protect someone from harm

Types of Safeguarding Concerns

Safeguarding concerns may include:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Domestic abuse
- Modern slavery
- Trafficking
- Financial abuse
- Discriminatory abuse
- Online exploitation
- Radicalisation
- Exploitation linked to immigration status
- County lines and criminal exploitation
- Harmful cultural practices including forced marriage and FGM

Reporting Concerns

Any safeguarding concern must be reported immediately to the Designated Safeguarding Lead.

If someone is in immediate danger, emergency services must be contacted by calling 999.

Dinas Integration Services CIC will:

- Record concerns appropriately
- Maintain secure safeguarding records
- Refer concerns to statutory services where required
- Support staff and volunteers involved in safeguarding incidents

Safer Recruitment

Dinas Integration Services CIC is committed to safer recruitment practices including:

- DBS checks where appropriate
- References
- Identity checks
- Safeguarding training
- Clear role descriptions
- Safeguarding discussions during recruitment

Training

All staff and volunteers will receive safeguarding awareness training appropriate to their role.

Additional safeguarding training will be provided to safeguarding leads and relevant staff.

Related Policies

- Safeguarding Children Procedure
- Safeguarding Adults Procedure
- Code of Conduct
- Equality, Diversity & Inclusion Policy
- Data Protection Policy
- Whistleblowing Policy
- Lone Working Policy