

**Birmingham Peoples Centre**

**Putting people first**



**Safeguarding  
Policy**

# **Safeguarding Policy**

**Revised September 2023**

This Policy follows the 'Working Together to Safeguard Children' statutory guidance and Chapter 14 of the 'Care and Support Statutory Guidance'

## **Part 1: Statement of intent**

This is the safeguarding policy statement of:

## **Birmingham Peoples Centre Limited (BPC)**

It should be read in conjunction with our Equality and Diversity Policy, which is written to ensure compliance with the Equality Act 2010

BPC provides help, advice and support to individual clients, who are experiencing employment related problems from facing disciplinary hearings right up to requiring representation at the employment tribunal.

We recognise the intense stress and sense of isolation that can arise from defending yourself against action taken by employers. We understand that such problems in the workplace can be sufficient to make clients 'vulnerable', regardless of other factors. It is therefore important that they feel safe and respected in all their interactions with the Centre.

As our clients are of working age, we have virtually no direct contact with children. However, we recognise our duty to ensure the safeguarding of any children with whom we are in indirect contact, such as the children of clients being interviewed.

## **Part 2: Our Safeguarding Policy**

Our safeguarding policy is to:

- Take steps to ensure the safeguarding of children and vulnerable adults within the working environment wherever possible.
- Identify potential ways in which children and vulnerable adults could be at risk and take steps to mitigate such risks.
- Undertake regular training with staff/volunteers, so that they can understand their responsibilities toward children and vulnerable adults.
- Consult with individual staff members/volunteers about any concerns they may have regarding children or vulnerable adults.
- Ensure that staff and volunteers feel that they can raise concerns about safeguarding matters openly and whenever such concerns arise.
- Encourage staff or volunteers to raise suggestions about how we could further improve our approach to safeguarding matters.

## **Safeguarding Policy**

- Implement safeguarding procedures.
- Review this policy routinely to ensure the office remains secure for children and vulnerable adults in the future.

A handwritten signature in blue ink that reads "Stephen Brown". The signature is written in a cursive style with a long horizontal line extending to the right from the end of the name.

**Signed:**

**Print Name:** Stephen Brown (Chair)

**Date:** 27th September 2023

**Review:** September 2024