

Safeguarding Policy Statement

Policy objectives

Our policy and supporting procedures will be founded on six key principles namely:

- **Empowerment** – presumption of person led decisions and informed consent
- **Prevention** – it is better to take action before harm occurs
- **Proportionality** – proportionate and least intrusive response appropriate to the risk presented
- **Protection** – support and representation for those in greatest need
- **Partnership** – local solutions through services working with all communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **Accountability** – accountability and transparency in delivering safeguarding.

We will keep vulnerable adults and children safe by:

1. Complying fully with our statutory duties under our safeguarding responsibilities
2. Recognising that the protection and safety of vulnerable adults and children is the responsibility of all members of staff and volunteers and anyone working on behalf of the Service
3. Valuing them, listening to and respecting them
4. Appointing sufficient and suitably trained members of staff with sufficient authority to act
5. Adopting safeguarding practices through procedures and a code of conduct for staff and volunteers
6. Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
7. Recruiting staff and volunteers safely, ensuring all necessary checks are made
8. Recording and storing information professionally and securely, and sharing information about safeguarding and good practice via leaflets, posters and one-to-one discussions
9. Sharing concerns and relevant information with agencies that need to know
10. Managing any allegations against staff and volunteers appropriately
11. Creating and maintaining an anti-bullying environment where all forms of bullying, harassment, discrimination, victimisation and unacceptable behaviour are not tolerated
12. Ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.

13. Ensuring that we have effective complaints and whistleblowing measures in place
14. Ensuring that we provide a safe physical environment for our service users, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
15. Collecting and monitoring equality data of those involved with safeguarding cases to ensure we identify trends involving people with protected characteristics (Equality Act 2010).

Compliance and assurance

The Authority delegates these policy objectives to the Chief Fire Officer who will ensure that adequate procedures are in place and are appropriately resourced. The Assistant Chief Fire Officer for Service Improvement will monitor and assure this policy. We will also conduct a review of the effectiveness of this policy as part of our annual Statement of Assurance required under the National Framework for Fire and Rescue Services which will be approved by the Finance and Governance Committee. We will also assure through reports received and judgements made by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and specific inspections.

Document Management:

Lead director	Review Date
Derek James	February 2020