



Safeguarding Policy for Great Yarmouth Unity Project CIC

GYUP

1. Policy Statement

Great Yarmouth Unity Project Community Interest Company (GYUP) is committed to safeguarding and promoting the welfare of all individuals, especially children and adults at risk. We believe that everyone has the right to live free from abuse, harm, and neglect. Our staff, volunteers, and trustees share this commitment.

2. Purpose of the Policy

This policy outlines how Great Yarmouth Unity Project CIC will:

- Protect children, young people, and adults at risk from harm.
- Provide clear procedures for identifying and reporting safeguarding concerns.
- Ensure all members of the organisation understand their responsibilities.

3. Scope

This policy applies to:

- All staff and volunteers (paid or unpaid)
- Directors
- Anyone acting on behalf of Great Yarmouth Unity Project CIC

4. Definitions

- Child: Anyone under the age of 18.
- Adult at risk: Someone aged 18+ who needs care and support and is at risk of abuse or neglect.
- Abuse: A violation of an individual's human and civil rights by any other person or persons. This includes physical, emotional, sexual, financial abuse, neglect, and exploitation.

5. Legal Framework

This policy is based on the following legislation and guidance:

- Children Act 1989 & 2004
- Care Act 2014
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education (where applicable)
- Data Protection Act 2018 and UK GDPR

6. Responsibilities

- Safeguarding Lead Role will be held by one of the annually elected GYUP Directors
(Dr Sarah Flindall 2025/26)

Responsible for handling concerns and ensuring policy implementation.

- All staff/volunteers: Must report concerns immediately and follow safeguarding procedures.
- Directors :Must oversee safeguarding compliance and review policies annually.

7. Code of Conduct

All representatives of Great Yarmouth Unity Project CIC must:

- Treat everyone with dignity and respect.
- Report any safeguarding concerns promptly.
- Never be alone in a private setting with a child or adult at risk.
- Avoid physical contact unless necessary for safety or support.

8. Recruitment and Training

- All staff and volunteers within Great Yarmouth Unity Project CIC (GYUP) will undergo safeguarding training appropriate to their role.

- Recruitment includes DBS checks (Enhanced or Standard as appropriate).
- References will be checked for all new staff and volunteers.

There will be similar expectation of members, both individual and organisations (Charitable /CIC/education or private business) who come together to form and benefit from the agreed mutual aid principles of Great Yarmouth Unity Project CIC

9. Recognising and Reporting Abuse

Signs of abuse include:

- Unexplained injuries
- Changes in behaviour
- Neglect of personal hygiene
- Financial anomalies

If you suspect abuse:

1. Report concerns immediately to the Safeguarding Lead.
2. Record what was said/observed
3. Do not investigate or confront the alleged abuser.

10. Confidentiality

All safeguarding concerns will be handled with the highest degree of confidentiality and shared only with those who need to know for the protection of the individual.

11. Whistleblowing

Great Yarmouth Unity Project CIC (GYUP) supports a culture of openness. If a member of staff or volunteer feels that a safeguarding issue has been ignored or mishandled, they should report this to:

- A senior member within their own organization
- A Director of Great Yarmouth Unity Project CIC which includes the Safeguarding Lead
- The NSPCC Whistleblowing Helpline (0800 028 0285)

12. Review

This policy will be reviewed annually or after any safeguarding incident.

Approved by All Directors on

Approved by members of GYUP on

Shared by email to all members on.....

Next Review Due: