

Courthouse Community Centre (CCC) at Jamyang London

Safeguarding Adults at Risk Policy

1. Introduction

Courthouse Community Centre (CCC) at Jamyang London recognises its duty of care to safeguard and promote the wellbeing of all adults, particularly those at risk. Safeguarding is everyone's responsibility and involves creating an environment that protects people from harm, abuse, and neglect. We take a person-centred approach to safeguarding, ensuring that everyone's rights, choices, and dignity are respected and upheld at every stage of the process.

While this policy is framed by legal definitions of safeguarding adults at risk, CCC recognises that vulnerability can arise at any point in life due to a range of personal or social circumstances. We therefore aim to ensure that all people involved in CCC's activities feel safe, respected, and supported

We are committed to ensuring that all staff and volunteers act in accordance with this policy, take concerns seriously, and respond appropriately.

2. Policy Objectives

- To promote the safety and wellbeing of adults at risk.
- To ensure all safeguarding concerns are handled promptly and effectively.
- To comply with relevant legislation and statutory guidance.
- To foster a culture of vigilance, prevention, and accountability.

3. Scope

This policy applies to all CCC employees, including full-time, part-time, and agency staff, trustees, volunteers, contractors, students, and anyone working on behalf of CCC. It applies across all settings where CCC operates.

4. Statutory and Regulatory Frameworks

This policy is informed by and compliant with:

- Care Act 2014 Statutory Guidance (2025 latest update)
- London Multi-Agency Adult Safeguarding Policy & Procedures (SCIE, 2019)
- Care Quality Commission (CQC) Standards and Key Lines of Enquiry
- Human Rights Act 1998

5. Our Commitment to Safeguarding

- zero tolerance of discriminatory behaviour,
- respecting pronouns and identity,
- inclusive language and cultural awareness.
- Promoting a safe and inclusive environment for all.
- Preventing abuse and neglect wherever possible.
- Acting swiftly and appropriately to concerns.
- Ensuring policies and procedures are current and in line with legislation.
- Providing trauma-informed care by recognising the impact of past trauma and fostering safety, trust, and empowerment in all interactions.

6. Principles of Safeguarding

CCC follows the **six principles of safeguarding** outlined in the Care Act 2014:

1. **Empowerment** – Supporting individuals to make informed decisions.
2. **Prevention** – Acting before harm occurs.
3. **Proportionality** – Responding in the least intrusive way.
4. **Protection** – Supporting those at greatest risk.
5. **Partnership** – Working collaboratively with agencies and communities.
6. **Accountability** – Transparency in decision-making and responsibility.

7. Types and Signs of Abuse

7.1 Types of Abuse

Staff and volunteers must be aware of the following forms of abuse:

- Physical
- Emotional or Psychological
- Sexual
- Financial or Material
- Neglect and Acts of Omission
- Discriminatory
- Organisational
- Self-neglect

7.2 Indicators of Abuse

Training is provided to identify physical, emotional, and behavioural signs of abuse, including more subtle cues.

8. Responding to Safeguarding Concerns

8.1 Responding to Disclosures

When a disclosure is made:

- **Listen** without judgment
- **Reassure** the individual, but do not promise confidentiality
- **Record** factual details
- **Report** to the Designated Safeguarding Lead (DSL)

8.2 Duty to Report

All concerns must be reported immediately to a line manager or the DSL. Where necessary, referrals must be made to local safeguarding authorities or the police. (See Annex 1.1 – how to report)

9. Confidentiality and Information Sharing

Confidentiality will be respected except where there is a duty to share information for safeguarding reasons, including:

- If the adult lacks capacity to consent
- If others may be at risk
- If there is a legal requirement or court order
- If a crime or terrorist threat is suspected

Only relevant information will be shared with those who need to know, in consultation with the DSL and the Director.

10. Safeguarding Governance

10.1 Roles and Responsibilities

- **All staff and volunteers** must:
 - Undertake safeguarding training
 - Follow safeguarding procedures

- Report concerns without delay
- **Designated Safeguarding Lead (DSL)** must:
 - Provide leadership and oversight
 - Maintain safeguarding records
 - Liaise with statutory agencies
 - Ensure compliance and training

10.2 Escalation of Concerns

High-risk or serious safeguarding concerns must be escalated to CCC and JBC Directors and managed according to the CCC Incident Reporting and Management Policy.

11. Workforce and Training

11.1 Training

All staff and volunteers must:

- Complete safeguarding induction training
- Attend annual refresher training

11.2 Safer Recruitment

Recruitment must include:

- Enhanced DBS checks
- Adherence to CCC Recruitment and DBS Policy

13. Mental Health and Boundaries Guidance

Where individuals experience mental health distress or crisis, CCC staff and volunteers are not expected to offer therapeutic support, but to respond with empathy and refer to the Safeguarding Lead or appropriate services. Clear personal and professional boundaries must be maintained.

14. Include Whistleblowing Protections

Staff and volunteers who raise safeguarding concerns in good faith will be supported and protected from reprisal. CCC commits to a culture of openness and accountability.

15. Key Contacts

Role	Name	Contact
Designated Safeguarding Lead (DSL)	Ven Thubten Drolma	director@jamyang.co.uk
Safeguarding Oversight	Francesca Sanchez	
Deputy Chair of the Board	Jan Andresen	janderson@jamyang.co.uk

13. Review and Monitoring

This policy will be reviewed annually or earlier if required due to changes in legislation or operational practice.

Publication Date: 27.05.2025

Approval Body: CCC board of directors and Jamyang board of directors

Approval Date: 13.06.2025

Next Annual Review Date: 08.06.2026