

SAFEGUARDING POLICY STATEMENT - ADULTS AND CHILDREN

(This policy links to the Adults Safeguarding Policy, the FHC Safeguarding and Child Protection Policy and Procedure and the Origins' Policy for Adults who disclose non-recent abuse; Adult Care – Statement of Residents' Rights; Accident/Incidents Policy; Complaints Procedure; Whistleblowing Policy; Disciplinary Procedure; ICT Policy; Data Protection Policy; Recruitment and selection policy; Mental Capacity and Decision Making Policy)

1.0 Father Hudson's Care - Who we are and what we do

- 1.1 Father Hudson's Care (FHC) is the principal Social Care Agency within the Catholic Archdiocese of Birmingham. We aim to offer help and support to people in need, improving their quality of life. We provide a range of services for people who are disadvantaged, marginalised or experiencing need. We work with people from all walks of life, offering care and support:
- children and families through our Family Support service in schools, our Fostering services, and our support to adoptees and their families.
 - services for older people, especially those who have dementia and for adults who have profound disabilities; providing residential, day care and community services
 - Asylum seekers and refugees, women involved in the criminal justice system, young people at risk in the community, people experiencing homelessness; all of these receive the benefit of a professional and very caring service.
 - Through our Origins service we continue to support those who were in our care and who were affected by adoption, emigration or who lived in the former children's homes.
- 1.2 **We are open to all** - Christ's command to "*love one another as I have loved you*" underpins our work, without favour or discrimination. We treat all individuals in a fair and equal manner regardless of gender, marital status, religion or belief, race, age, disability or sexual orientation. Inspired by a hundred years of Catholic social teaching and the gospel of Christ, FHC seeks to create places of welcome, support and care for those whose dignity as children of God has to be recognised.
- 1.3 More detail on who we are and what we do is available at: <https://www.fatherhudsons.org.uk>

2.0 Context and responsibilities for safeguarding in FHC

- 2.1 Driven by our faith and values, we want all people we work with and support to live life to the full. In doing this, we need to make sure that the people we serve are protected from abuse and neglect.
- 2.2 National laws, statutory guidance and best practice guidance set an overall context for shaping our safeguarding responsibilities are. These include:
- Care Act 2014
 - Children Act 2004
 - Children Act 1989 (England)
 - s26(i) Counter Terrorism and Security Act 2015 - for organisations involved in education to be aware of the need to prevent vulnerable people being drawn into extremism and terrorism.
- 1.2 This context shapes the way we act to embed a **safeguarding culture** amongst everyone in the organisation. This is a responsibility for every level in the organisation – Trustees, the Executive, staff, volunteers.

3.0 Making our responsibilities for safeguarding real

- 3.1 **The Board of Trustees has ultimate responsibility for safeguarding in FHC.** This is because they are responsible for ensuring that we comply with our duty of care in respect to all our activities.
- 3.2 The Board of Trustees delegate day-to-day responsibility for the management of FHS activity the Chief Executive Officer (CEO) and the Senior Management Team. This includes FHC safeguarding activities.
- 3.3 The CEO and Senior Management Team are responsible for putting in place arrangements to ensure that the content of this policy statement is implemented in the right way.
- 3.4 The CEO and Senior Management Team will recommend any changes to this Policy to the Board of Trustees in the light of changing laws, practices or any relevant context to ensure our safeguarding practice is the best.
- 3.5 More detailed policies applicable to the needs and safeguarding of children and young people as well as the adults we serve, including adults affected by non- recent abuse, have been developed and are available on the Hudson's Together Intranet for staff to access [Safeguarding and Child protection Policy Updated 08 07 2024.pdf](#) [Safeguarding Policy \(Adults\) issue 6 240919.pdf](#)

4.0 Our arrangements

- 4.1 Governance -
- Two Trustees will take a lead with special responsibility for safeguarding.

- Trustees will receive assurance through their Committee structure on safeguarding instances, policy and procedural development in the context of wider service quality reports considered by the Senior Management Team.

- 4.2 Awareness - All Trustees, staff and volunteers will be made aware of the safeguarding policies during Induction and will be updated annually.
- 4.3 Training / CPD: All Trustees, staff and volunteers will undertake safeguarding awareness training appropriate to their role.
- 4.4 Performance monitoring: Safeguarding is a standing agenda item at all Trustee meetings, subcommittee meetings, senior manager meetings, departmental and team meetings.
- 4.5 Operational arrangements - All safeguarding issues will be reported promptly as per the detailed procedure cf. para 3.5 above.
- 4.6 Supervision - Safeguarding is a standing agenda item in all supervisions.
- 4.7 Recruitment – appropriate checks: references, DBS, medical fitness checks, conflict of interest, - are made for all people with roles in the organisations – Trustees, staff and volunteers as required.
- 4.8 Monitoring and review: The CEO, Heads of Adult Safeguarding, Head of Child Protection and Safeguarding will meet at least twice a year to share learning, case reviews and to review practice, policy and procedure. They and local safeguarding leads will meet once a year for updating and sharing.
- 4.9 Any and all changes to safeguarding policies will be communicated by the CEO's office by email to the Heads of safeguarding and all safeguarding leads who will have the responsibility of sharing these with all staff they are responsible for.
- 4.10 On an annual basis the Trustees will receive a summary report detailing any developments, changes in procedures or policies and safeguarding incidents during the year, structured by department, prepared by the Heads of safeguarding, with a foreword by the CEO.

5.0 Signed:



Ms. Fionnuala Hegarty
Chair of Board of Trustees