



Telephone: 0333 305 8570
Website: www.europia.org.uk
Email: support@europia.org.uk

Safeguarding Policy

Overview of services provided: Established in 2008, Europaia is a registered charity (No. 1161453) and community development organisation committed to supporting and empowering European nationals in Greater Manchester and beyond. Europaia offers free services including EU Settlement Scheme support (OISC Registration No. N202000121), Legal Surgery, Benefit Advice, Health and Wellbeing projects, Emergency COVID-19 Funds and more. Europaia also organises community development and wellbeing groups such as the Europaia Art Collective, the Europaia Roma Project and the Europaia Women's Group. Europaia predominantly works with vulnerable migrant communities like Roma, Romanian and Polish people who live and work in Greater Manchester, and who experience discrimination, labour exploitation and barriers to accessing public funds daily.

Through service provision and community development projects, Europaia strives to make people feel at home, connect them with their local communities and give them the knowledge and skills they need to navigate life in the UK.

1. POLICY STATEMENT

1.1 Safeguarding vulnerable adults and children (under 18) is the responsibility of everyone at Europaia. This will include all staff, employed, volunteers, contractors, trainees, placement students, casual and agency staff. These will be referred to as "Staff" for the purposes of this Policy.

1.2 Vulnerable Adults (at risk) and children are safeguarded only when all relevant agencies and individuals accept responsibility and co-operate with each other. Europaia will work and co-operate fully with other agencies and organisations, to ensure the well-being and protection of all vulnerable adults and children. We uphold the principle that all vulnerable adults & children have the right to live in a safe environment, flourish and grow by being protected from all forms of harm and abuse.

Europaia
St Wilfrid's Enterprise Centre,
2 Birchvale Close, Hulme,
Manchester, M15 5BJ, UK.



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2. We will do this by ensuring that we have the appropriate arrangements in place.

2.2 Engage children and adults at risk in understanding and managing their own safety and risks so that they are better equipped to keep themselves and others safe from harm.

2.3 Provide safe environments in which children and adults at risk can thrive and reach their potential and aspirations.

2.4 Be proactive and take appropriate action when a safeguarding concern arises and support any individuals who raise or disclose a concern.

2.5 Ensure that our safeguarding arrangements place the welfare of the child or adults at risk at the centre of the process, ensuring that they are involved as far as possible in decision-making and their views and concerns are taken seriously.

2.6 Ensure our staff are trained in Safeguarding including the signs and indicators of harm and abuse and that staff are supported by a named Designated Safeguarding Officer (DSO) and overseen by the overall Designated Safeguarding Lead (DSL).

2.7 Take prompt action and, as necessary, disciplinary action where we have identified acts of negligence, failure to report, failing to report through omission or intentionally not following the Safeguarding Policy and Procedures

2.8 Provide children and adults at risk with information regarding; definitions of abuse and consent, how to report a safeguarding concern, how information must be shared and the support available.

2.9 Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored.

2.10 Ensure our Policy and Procedures are annually reviewed, comply with legislation, and are aligned with best practice.

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UK Government Principles of Safeguarding

Empowerment - Presumption of person led decisions and informed consent.
Protection - Support and representation for those in greatest need.
Prevention - It is better to act before harm occurs.
Proportionality – Proportionate and least intrusive response appropriate to the risk presented.
Partnership - Local solutions through services working with their communities. Communities have a part to play in preventing, detecting, and reporting neglect and abuse.
Accountability - Accountability and transparency in delivering safeguarding

3. This document will give you information on recognised forms of abuse and the signs and indicators that someone may be experiencing abuse or neglect.

3.1 'Adult Abuse' can be defined as: mistreatment by any other person or persons, that,

- violates a person's human and civil rights. The abuse can vary from treating someone with disrespect in a way which significantly affects the person's quality of life, to causing actual physical suffering.
- In Children (those under 18) there is a more specific definition: maltreatment, anything that impairs the health or development of a child, anything that prevents the child from growing up in circumstances consistent with safe and effective care and anything that prevents a child from having the best possible opportunities (outcomes) in life.

The Wellbeing Principle

4. The Care Act (2014) links the concepts of abuse and neglect to the concept of wellbeing. When we experience well-being, we feel healthy physically and psychologically; in control of our lives; able to make choices; and a variety of positive emotions such as happiness, contentment, safety, peace, achievement, and purpose. When anyone does something to us that detracts

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from these and leaves us feeling less of something than we did before, it may be an indication that we are being abused or neglected.

Making Safeguarding Personal

5. Taking Safeguarding Personal (MSP) is a sector led initiative, which aims to develop an outcomes focus to safeguarding work, and a range of responses to support people to improve or resolve their circumstances. It is about:

5.1 Engaging with people about the outcomes they want and then ascertaining the extent to which those outcomes were realised.

5.2 Ensuring that the person is not excluded from the safeguarding process

5.3 Bringing the principles of the Care Act, for example personalisation, wellbeing, partnership, and inclusion, to life. The concept of 'being safe' is just

one of the factors that is important to a person and this concept may conflict with their other needs and wishes.

The Wider context

6. Community Empowerment and Localism

6.1 The Government wishes to empower individuals to take responsibility for their own lives. This includes enabling them to protect themselves from harm and abuse, with and without assistance from others.

6.2 The Government also wishes to empower communities to make decisions and their own arrangements to suit local needs and priorities. This includes ensuring that we protect adults at risk of significant harm from abuse (statement of Government Policy May 2013).

How Staff should respond to allegations/Disclosures of abuse.

7. Staff should contact the Police/Social Services, if a person or child is in immediate danger, otherwise, contact the safeguarding officer on duty for advice and guidance. Establish if medical care is required. Police 101 or 999,

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also 999 for Ambulance and Accident & Emergency if required. Europia's Safeguarding

Officer is Mandy Hughes Health Team Leader, mandy.h@europia.org.uk,
Telephone 07791532461.

7.1 Do not investigate the incident/allegation/disclosure yourself.

7.2 Record what was said and your actions and discuss with your Safeguarding Officer.

Record keeping is important as it will form the basis or contribute to, of any investigation into the case. Records can be written as word documents, signed, and stored in a password protected file. Records should not be released shared with a third party without discussion with the Safeguarding Lead and Senior Management.

7.3 If the allegation/Disclosure involves a member of Staff, the member of Staff may be suspended under investigation, and the Police informed.

Disciplinary action may be taken in accordance with the Organisations disciplinary procedures. This should be reported to the Safeguarding Lead and the CEO/Senior Management.

7.4 The Designated Officer (formerly LADO) will be informed this is the Officer designated by Local Authorities to oversee cases of alleged abuse. Their details can be found on each local authority website where there are numbers you can call. This will be done by the Safeguarding Officer.

7.5 In the case of a serious incident that has an outcome requiring a serious case review/Inquiry – appropriate support for all involved will be offered. A serious case review is usually a multi- agency meeting, independently chaired to discuss a serious case that has usually resulted in death/serious harm. The purpose of this is not to apportion blame but reflect on actions taken in the management of a safeguarding situation, by all agencies. The outcomes are to learn lessons, discuss any changes in practice and where systems are safely challenged and improved. Internal disciplinary measures within agencies are dealt with separately.

8. In the case of an adult, the investigating officer may ask.

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Do you consider you have been abused?

If so, by whom?

How?

What impact has it had on you: physically and/or psychologically?

What would you like us to do about it, for example, what are your outcomes?

However, these questions may not be appropriate. If the disclosure involves domestic abuse where discussing the incident with the victim may cause increased risk to the person and/or to any children involved. This should only be done if a clear risk assessment (Safe Lives Risk Assessment) has been undertaken, showing the high level of risk, and this information should be shared with other agencies so that they are aware of why the individual has not been involved at this stage.

We will fully review this policy 6 monthly as part of our commitment to continuous improvement. The next review will take place in August 2021.

Author Mandy Hughes March 2021.

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