



Safeguarding Children & Adults at Risk Policy

Policy Title: Safeguarding Children & Adults at Risk Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

Approval Date: 17th December 2025

Effective Date: 17th December 2025

Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC acknowledges its duty of care to safeguard and promote the welfare of children and adults at risk. We are committed to a "Safeguarding First" culture where the safety of our neurodivergent community is paramount.

Purpose:

To provide staff, volunteers, and stakeholders with the overarching principles that guide our approach to protection. This policy ensures that all suspicions and allegations of abuse are taken seriously and responded to swiftly and appropriately.

Key Principles:

1. **Zero Tolerance:** We operate a zero-tolerance approach to abuse, neglect, and harm.

2. **Specialist Awareness:** Our safeguarding approach is "Neuro-Affirming," recognizing that neurodivergent individuals may face unique vulnerabilities or communication barriers.
3. **DSL Oversight:** All safeguarding concerns are managed by our Designated Safeguarding Lead (DSL), who is certified to Level 3.

Procedures:

- **Identification:** All personnel are trained to recognize signs of physical, emotional, sexual abuse, and neglect.
- **Reporting:** Concerns must be recorded within 24 hours and reported to the DSL. In emergencies, local authorities or the police will be contacted directly.
- **Confidentiality:** Information is shared only on a "need-to-know" basis in accordance with GDPR and Data Protection laws.

Designated Safeguarding Lead (DSL):

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Reviewed and Signed by the Board of Directors

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