



Kindred LCR CIC Safeguarding Policy

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1. Introduction

Kindred is committed to Safeguarding and promoting the welfare of vulnerable children, young people and adults at risk in line with national legislation and relevant national and local guidelines. We will safeguard children, young people and adults at risk by ensuring that all our activities are delivered in a way which keeps all children, young people and adults at risk safe.

Kindred is committed to creating a culture of zero-tolerance of harm to children, young people and adults at risk which necessitates: the recognition of children, young people and adults at risk who may be at risk and the circumstances which may increase risk; knowing how adult or child abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

2. Purpose

The purpose of this policy is to demonstrate the commitment of Kindred to safeguarding children, young people and adults at risk, to outline the duty and responsibility of staff, associates and board members, working on behalf of Kindred in relation to the protection of vulnerable adults from abuse.

All adults have the right to be safe from harm and should be able to live free from fear of abuse, neglect and exploitation.

The key objectives of this policy are:

This policy supports Kindred LCR CIC's mission to build a more inclusive, socially trading economy across the Liverpool City Region through collaboration, collectivism and co-creation.

To explain the roles and responsibilities of Kindred and its staff, associates, and board members, have in respect of vulnerable adult and child protection

To provide all with an overview of vulnerable adult and child safeguarding, including legislation, policy and procedures

To provide a clear procedure that will be implemented where vulnerable adult and child protection issues arise – what to do/who to speak to if they have a concern relating to the welfare of an adult or child in the organisation

3. Scope

This safeguarding adult and child policy and associated procedures apply to all individuals involved in Kindred including Board members, Staff and Associates and to all concerned about the safety of children, young people and adults at risk whilst taking part in our organisation, its activities and in the wider community.

We expect our partner organisations, including for example, STOs, and community partners businesses to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Policy and associated procedures, which are relevant to their business.

4. Principles

Kindred recognises that safeguarding risks may arise from discrimination, prejudice, hate incidents, harassment, exclusion, or targeted hostility towards individuals or communities because of their identity, background, beliefs, ethnicity, nationality, disability, neurodivergence, religion, sexual orientation, gender identity, age, or other protected characteristics.

We acknowledge that social, economic and political changes can increase feelings of vulnerability and can contribute to environments where some individuals or communities experience heightened risks to their safety, wellbeing, participation, and sense of belonging.

As an organisation committed to equity, inclusion and social justice, Kindred will take concerns relating to discrimination, hate incidents, exclusion, and targeted behaviour seriously and will respond appropriately to protect the wellbeing of those affected.

Kindred believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Kindred is committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Kindred acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all children, young people and adults at risk involved.

Kindred recognises that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.

Actions taken by Kindred will be consistent with the principles of adult and child safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.

5. Care Act Safeguarding Principles

Kindred is committed to safeguarding through the principles set out within the Care Act 2014. These principles guide our approach to protecting children, young people, adults at risk, and anyone who may be experiencing vulnerability.

Empowerment

We support people to make their own decisions and give informed consent wherever possible. We recognise the importance of listening to and respecting the wishes, feelings, experiences, and outcomes sought by those involved.

Prevention

We believe it is better to take action before harm occurs. We aim to create environments, relationships, and ways of working that reduce the likelihood of abuse, neglect, discrimination, exploitation, or harm.

Proportionality

Any response to a safeguarding concern should be appropriate to the level of risk presented. We will take action that is proportionate, necessary, and focused on achieving the best outcomes for those involved.

Protection

We will provide support and take action to protect individuals who are experiencing, or are at risk of experiencing, abuse, neglect, exploitation, discrimination, or other forms of harm.

Partnership

This policy supports Kindred LCR CIC's mission to build a more inclusive, socially trading economy across the Liverpool City Region through collaboration, collectivism and co-creation.

Safeguarding is everyone's responsibility. We will work collaboratively with individuals, communities, partner organisations, and statutory agencies to promote safety and wellbeing.

Accountability

We will maintain clear safeguarding responsibilities, decision-making processes, and reporting procedures. We are committed to learning from concerns, incidents, and feedback to continually strengthen our safeguarding practice.

6. Our Commitment to Safe, Inclusive Participation

At Kindred, safeguarding is not solely about responding to concerns. It is about creating environments where people feel safe, respected, valued, and able to participate fully.

We recognise that vulnerability can arise from a range of circumstances and experiences. This may include disability, neurodivergence, mental or physical health conditions, financial hardship, social isolation, language barriers, experiences of discrimination, cultural exclusion, or other factors that affect an individual's wellbeing, confidence, or ability to seek support.

We also recognise that wider social, economic, and political factors can contribute to increased risks for some individuals and communities. Kindred is committed to fostering an environment that actively challenges discrimination, prejudice, harassment, and exclusion in all forms.

We will seek to create a culture where:

- People are treated with dignity, respect, and compassion
- Differences are welcomed and valued
- Concerns can be raised without fear of judgement or retaliation
- Communication is accessible and inclusive
- Individuals are listened to and involved in decisions affecting them
- Discrimination, bullying, harassment, and hate incidents are not tolerated
- Psychological safety is promoted alongside physical safety

Safeguarding Risk Assessment

Kindred will consider safeguarding as part of the planning and delivery of its activities, events, programmes, meetings, and partnerships.

Safeguarding risks should be identified, assessed, and managed proportionately, taking into account the needs of participants, the nature of the activity, and any environmental or contextual factors.

Risk assessments should consider:

- The presence of children, young people, or adults at risk
- Accessibility and inclusion requirements
- Lone working arrangements
- Online and digital participation
- Travel and unfamiliar locations
- Community tensions or local risks
- Potential discrimination, harassment, or hate incidents
- Cultural, language, or communication barriers
- Emergency procedures and reporting arrangements

Where safeguarding risks are identified, appropriate measures should be put in place to minimise risk and promote the safety and wellbeing of all involved.

7. Commitments

In order to implement this policy, Kindred will ensure that:

- Everyone involved with Kindred is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with Kindred's Safeguarding Policy and Procedures.
- The well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see the Safeguarding Procedures).
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.
- Kindred will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult.
- All Board members, staff and associates, understand their role and responsibility for safeguarding children, young people and adults at risk and have completed and are up to date with safeguarding training and learning opportunities appropriate for their role.
- Kindred uses safe recruitment practices and continually assesses the suitability of volunteers and staff to prevent the employment/deployment of unsuitable individuals in this organisation.
- Kindred shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, Services, Police, Local Authority/Social Services.

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- When planning activities and events Kindred includes an assessment of, and risk to, the safety of all children, young people and adults at risk from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.
- This policy, related policies (see below) and the Safeguarding Adults Procedures are reviewed no less than on a yearly basis and whenever there are changes in relevant legislation and/or government guidance.

8. Definitions

Adult at Risk

An adult aged 18 or over who:

- has needs for care and support (whether or not those needs are being met), and
- is experiencing, or is at risk of, abuse or neglect, and
- as a result of those needs may be unable to protect themselves.

Child

Any person under the age of 18.

Safeguarding

Protecting people's right to live safely, free from abuse, neglect, exploitation, discrimination and harm.

9. Legal framework

This guidance reflects the principles contained within the Human Rights Act 1998, the Mental Capacity Act 2005 and Public Interest Disclosure Act 1998.

10. Roles and Responsibilities

Board

Oversight of safeguarding.

Directors

Ensure safeguarding arrangements are implemented.

Designated Safeguarding Lead

Provide advice, support and referral management.

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Employees, Freelancers, Board Members and Anyone Acting on Behalf of Kindred

Report concerns and follow procedures.

11. What is abuse?

Abuse is any action, behaviour, or failure to act that causes harm, places someone at risk of harm, or violates an individual's rights, dignity, wellbeing, or safety.

Abuse can happen once or repeatedly. It can occur in any setting, including homes, communities, workplaces, care environments, educational settings, online spaces, and public places. Abuse may be carried out by individuals known to the person, strangers, organisations, or groups.

Abuse can take many forms, including:

- Physical abuse – including assault, hitting, pushing, misuse of medication, inappropriate restraint, or causing physical harm.
- Domestic abuse – including controlling, coercive, threatening, violent, or abusive behaviour between people who are personally connected.
- Sexual abuse – including sexual assault, rape, inappropriate touching, sexual exploitation, grooming, or any sexual activity without informed consent.
- Psychological or emotional abuse – including intimidation, threats, humiliation, bullying, coercion, harassment, isolation, verbal abuse, or controlling behaviour.
- Financial or material abuse – including theft, fraud, exploitation, misuse of money, pressure relating to finances, benefits, property, wills, or inheritance.
- Neglect and acts of omission – including ignoring medical, emotional, educational, or physical care needs, or failing to provide access to appropriate support and services.
- Discriminatory abuse – including harassment, exclusion, hate incidents, prejudice, or unfair treatment based on age, disability, race, ethnicity, religion, gender, sexual orientation, gender identity, neurodivergence, or other protected characteristics.
- Organisational abuse – including poor practice, neglect, unsafe cultures, or institutional processes that place individuals at risk.
- Modern slavery and exploitation – including forced labour, human trafficking, domestic servitude, criminal exploitation, or other forms of exploitation.
- Self-neglect – where an individual is unable or unwilling to care for their own health, wellbeing, or living conditions in a way that places them at risk of harm.
- Online or digital abuse – including cyberbullying, online harassment, exploitation, grooming, hate speech, inappropriate sharing of information or images, and other harmful online behaviours.

- Hate incidents and targeted hostility – including behaviour motivated by prejudice, discrimination, or hostility towards an individual or community because of their identity, background, beliefs, or protected characteristics.
- Radicalisation and extremism concerns – where an individual may be vulnerable to being drawn into extremist ideologies, harmful groups, or activities that place themselves or others at risk.

Kindred recognises that abuse may affect anyone. Some individuals may face additional barriers to recognising abuse, raising concerns, accessing support, or being believed. We are committed to creating environments where concerns can be raised safely and responded to appropriately.

12. Digital Safeguarding

Kindred recognises that safeguarding extends to online spaces and digital interactions. We are committed to creating safe, respectful, and inclusive digital environments for staff, board members, associates, partners, participants, and the wider community.

Digital safeguarding risks may include:

- Online bullying, harassment, intimidation, or trolling
- Hate speech, discriminatory behaviour, or targeted abuse
- Inappropriate or unwanted contact
- Sharing of personal or confidential information without consent
- Exposure to harmful, illegal, or inappropriate content
- Online exploitation, grooming, or coercion
- Misuse of photographs, videos, or digital content
- Cybersecurity breaches which may place individuals at risk
- The creation or sharing of misleading, manipulated, or AI-generated content that may cause harm

Kindred expects all individuals representing the organisation to behave respectfully and professionally in digital spaces, including social media platforms, online meetings, messaging services, and collaborative working platforms.

Where safeguarding concerns arise through digital channels, they will be treated with the same seriousness as concerns arising in person and will be reported and responded to in accordance with this policy.

Kindred reserves the right to remove inappropriate content, restrict access to digital platforms, report concerns to platform providers, and where necessary refer matters to the appropriate authorities.

13. Procedure in the event of a disclosure

It is important that children, young people and adults at risk are protected from abuse. All complaints, allegations or suspicions must be taken seriously.

This procedure must be followed whenever an allegation of abuse is made or when there is a suspicion that a vulnerable adult has been abused:

- Promises of confidentiality should not be given as this may conflict with the need to ensure the Safety and welfare of the individual.
- A full record shall be made as soon as possible of the nature of the allegation and any other relevant information. This should include information in relation to the date, the time, the place where the alleged abuse happened, your name and the names of others present, the name of the complainant and, where different, the name of the adult who has allegedly been abused, the nature of the alleged abuse, a description of any injuries observed, the account which has been given of the allegation (See Safeguarding Vulnerable Adults Incident Reporting Form at the back of this policy)

In the event of an incident or disclosure:

- Make sure the individual is safe
- Assess whether emergency services are required and if needed call them
- Listen
- Offer support and reassurance
- Ascertain and establish the basic facts
- Make careful notes and obtain agreement on them
- Explain areas of confidentiality; immediately speak to your designated person for
- Support and guidance
- Explain the procedure to the individual making the allegation

DO Not....

- Confront the alleged abuser
- Be judgmental or voice your own opinion
- Be dismissive of the concern
- Investigate or interview beyond that which is necessary to establish the basic facts
- Consult with persons not directly involved with the situation
- Ask leading questions
- Make promises
- Ignore the allegation

It is important to remember that the person who first encounters a case of alleged abuse is not responsible for deciding whether abuse has occurred. This is a task for the professional adult protection agencies, following a referral from the organisation's designated person.

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14. Responding to an allegation

Any suspicion, allegation or incident of abuse must be reported to the designated person immediately

Designated Safeguarding Lead- Andrew Beattie Andrew@Kindred-lcr.co.uk

Deputy Safeguarding Lead- Bethan David Bethan@kindred-lcr.co.uk

- The designated person shall identify which borough the safeguarding risk is in relation to and follow the appropriate safeguarding procedure. Consulting the Merseyside safeguarding adults and Safeguarding Children's Board as appropriate.
- Concerns can be reported via telephone or by completing an online form. Alerts must be made promptly, initially by contacting Careline on 0151 233 3700.
- In an emergency, always dial 999
- A written record of the date and time of the report shall be made and the report must include the name and position of the person to whom the matter is reported.
- Alerts are passed to the appropriate operational team for consideration of allocation and subsequent action.

15. Confidentiality

Vulnerable adult protection raises issues of confidentiality which should be clearly understood by all.

- Staff, team members and Board members have a professional responsibility to share relevant information about the protection of children, young people and adults at risk with other professionals, particularly investigative agencies and adult social services.
- Clear boundaries of confidentiality will be communicated to all.

All personal information regarding a vulnerable adult will be kept confidential. All written records will be kept in a secure area for a specific time as identified in data protection guidelines. Records will only record details required in the initial contact form.

- If an adult confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the adult sensitively that he or she has a responsibility to refer cases of alleged abuse to the appropriate agencies.

- Within that context, the adult should, however, be assured that the matter will be disclosed only to people who need to know about it.
- Where possible, consent should be obtained from the adult before sharing personal information with third parties. In some circumstances obtaining consent may be neither possible nor desirable as the Safety and welfare of the vulnerable adult is the priority.
- Where a disclosure has been made, staff should let the adult know the position regarding their role and what action they will have to take as a result.
- Staff should assure the adult that they will keep them informed of any action to be taken and why. The adults' involvement in the process of sharing information

16. Safe recruitment of staff and volunteers

DBS checks will be undertaken where appropriate to the role and level of contact with children, young people or adults at risk.

- All new employees/volunteers will go through a probation and induction process, including relevant training. Ongoing training and supervision will ensure all employees/volunteers are adequately supported.

17. Training

Kindred will ensure that employees, freelancers, Board members and anyone acting on behalf of Kindred are made aware of this policy, understand their safeguarding responsibilities, and know how to raise and respond to concerns appropriately.

Safeguarding information and guidance will be provided as part of induction and organisational communications where relevant.

Where specific safeguarding responsibilities are assigned, appropriate support and learning opportunities will be considered to help individuals carry out their role effectively.

18. Monitoring and Review

This policy will take effect from 23rd July 2026. The Board has overall responsibility for oversight of safeguarding. Day-to-day responsibility for implementation sits with the Designated Safeguarding Lead and Managing Director. This policy will be reviewed every year, or sooner where legislation, guidance, or organisational practice changes.

Any queries or comments about this policy should be addressed to the Director.

