



Children & Vulnerable Adults Policy

The Ridge is fully committed to safeguarding the welfare of all children and vulnerable adults in its care. It recognises the responsibility to promote safe practice and to protect children and vulnerable adults from harm, abuse and exploitation. For the purposes of this policy and associated procedures a child is recognised as someone under the age of 16 years, and a young person one between 16 and 18.

Staff and volunteers will work together to embrace difference and diversity and respect the rights of children, young people and vulnerable adults.

This document outlines the Ridge’s commitment to protecting children and vulnerable adults, & should be read alongside the Anti-Bullying and Equality and Diversity policies.

These guidelines are based on the following principles:

- The welfare of children and vulnerable adults is the primary concern.
- All children and vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Child protection and the protection of vulnerable adults is everyone's responsibility.
- Children and vulnerable adults have the right to express views on all matters which affect them, should they wish to do so.
- Organisations should work in partnership together with children and vulnerable adults, and parents/carers to promote the welfare, health and development of children and vulnerable adults.

The Ridge will:

- Promote the health and welfare of children and vulnerable adults by providing opportunities for them to take part in all activities with The Ridge safely.
- Respect and promote the rights, wishes and feelings of children and vulnerable adults.
- Promote and implement appropriate procedures to safeguard the well-being of children and vulnerable adults, and protect them from abuse, wherever possible.
- Recruit, train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children and vulnerable adults from abuse and to reduce risk to themselves.
- Require staff, members and volunteers to adopt and abide by this Policy for the Protection of Children and Vulnerable Adults and the associated procedures.
- Respond to any allegations of misconduct or abuse of children or vulnerable adults in line with this Policy as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Observe guidelines issued by local Committees for the Protection of Children and Vulnerable Adults.
- Require those working 1:1 (whether as employees, volunteers or contractors) with children or vulnerable adults, to undergo the relevant PVG (Disclosure) checks.
- Regularly monitor and evaluate the implementation of this Policy and these procedures.
- Ensure that Children and Vulnerable adults are given the opportunity to express their opinions, wishes and fears in an open environment
- Utilise a Code of Conduct to implement this Policy

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Applicability

Unless stated otherwise all parts of The Children & Vulnerable Adults Policy of The Ridge SCIO shall be deemed applicable to The Ridge Foundations CIC, The Ridge Cafe CIC and The Ridge (Scotland) CIC. Any reference to 'The Ridge' may be assumed to include all organisations as noted above.

Authorisation

This policy shall be authorised by virtue of a majority acceptance of the Board of The Ridge SCIO

Review

This Policy will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children and vulnerable adults, or following any changes within the Ridge.
 - Following any issues or concerns raised about the protection of children and vulnerable adults within the Ridge.
- In all other circumstances, at least every two years.

Approved

Name: Kenn Amabilino Signed Position; Chairman Date

Name : Kate Darrah Signed Position; Managing Director Date

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