**Safeguarding Policy for Routes for Change CIC: Teaching Hypnotherapy and NLP Techniques, Mentoring, and Life Coaching for 18-25 Year Olds and Vulnerable Groups**

**Introduction**

This safeguarding policy outlines the measures and procedures that Routes for Change takes to protect 18-25-year-olds and vulnerable groups while teaching hypnotherapy, Neuro-Linguistic Programming (NLP) techniques, mentoring, and life coaching. Our commitment is to ensure a safe, respectful, and supportive environment for all participants.

**Purpose**

The purpose of this policy is to:

* Protect young adults and vulnerable individuals from harm.
* Provide a framework for safeguarding practices within the Routes for Change CIC.
* Ensure that all staff, volunteers, and associates understand their roles and responsibilities in safeguarding.

**Scope**

This policy applies to all staff, volunteers, contractors, and anyone working on behalf of Routes for Change CIC.

**Definitions**

* **Safeguarding**: Protecting people's health, well-being, and human rights, and enabling them to live free from harm, abuse, and neglect.
* **Vulnerable Groups**: Individuals who may be at higher risk of harm due to age, disability, health conditions, or other circumstances.
* **NLP Techniques**: Methods derived from Neuro-Linguistic Programming aimed at enhancing personal development and communication.

**Principles**

* **Respect and Dignity**: Treat all individuals with respect and uphold their dignity.
* **Empowerment**: Support participants to make their own decisions and provide informed consent.
* **Prevention**: Take proactive measures to prevent abuse and neglect.
* **Proportionality**: Respond to safeguarding concerns appropriately and ensure interventions are proportionate to the level of risk.
* **Partnership**: Work collaboratively with other organizations and agencies to safeguard individuals.
* **Accountability**: Ensure that safeguarding practices are transparent and accountable.

**Roles and Responsibilities**

* **Routes for Change Directors**: Ensure the implementation and adherence to this safeguarding policy.
* **Safeguarding Lead**: A designated individual responsible for overseeing safeguarding practices, providing guidance, and handling concerns.
* **Staff and Volunteers**: Adhere to safeguarding policies, report concerns, and participate in safeguarding training.

**Safeguarding Procedures**

1. **Recruitment and Training**
   * Implement robust recruitment procedures, including background checks for all staff and volunteers.
   * Provide safeguarding training for all new staff and regular refresher courses.
2. **Code of Conduct**
   * Establish a code of conduct outlining acceptable and unacceptable behaviour.
   * Ensure all staff and volunteers understand and commit to the code of conduct.
3. **Risk Assessment**
   * Conduct risk assessments for all activities and programs involving young adults and vulnerable groups.
   * Implement measures to mitigate identified risks.
4. **Confidentiality and Information Sharing**
   * Maintain confidentiality of participants' information.
   * Share information with relevant authorities when necessary to protect individuals from harm.
5. **Reporting and Responding to Concerns**
   * Provide clear procedures for reporting safeguarding concerns.
   * Ensure concerns are handled promptly, sensitively, and in accordance with legal requirements.
   * Maintain records of all safeguarding concerns and actions taken.
6. **Participant Support**
   * Offer appropriate support and resources to individuals who have experienced harm or abuse.
   * Ensure participants know how to access support services.

**Preventing Abuse and Neglect**

* **Awareness**: Educate staff, volunteers, and participants about different forms of abuse and neglect.
* **Supervision**: Ensure appropriate supervision ratios during activities.
* **Environment**: Create a safe physical and emotional environment for all participants.

**Partnership Working**

* **Collaboration**: Work with local authorities, health services, and other relevant organizations to ensure comprehensive safeguarding.
* **Referral**: Refer cases to appropriate agencies when specialized intervention is required.

**Monitoring and Review**

* **Regular Review**: Review this policy annually or following any significant safeguarding incident.
* **Feedback**: Gather feedback from staff, volunteers, and participants to improve safeguarding practices.
* **Audit**: Conduct regular audits of safeguarding practices to ensure compliance and effectiveness.

**Conclusion**

Routes for Change CIC is committed to safeguarding the well-being of all participants in its programs. By adhering to this policy, we aim to create a secure and supportive environment where young adults and vulnerable groups can learn, grow, and thrive.