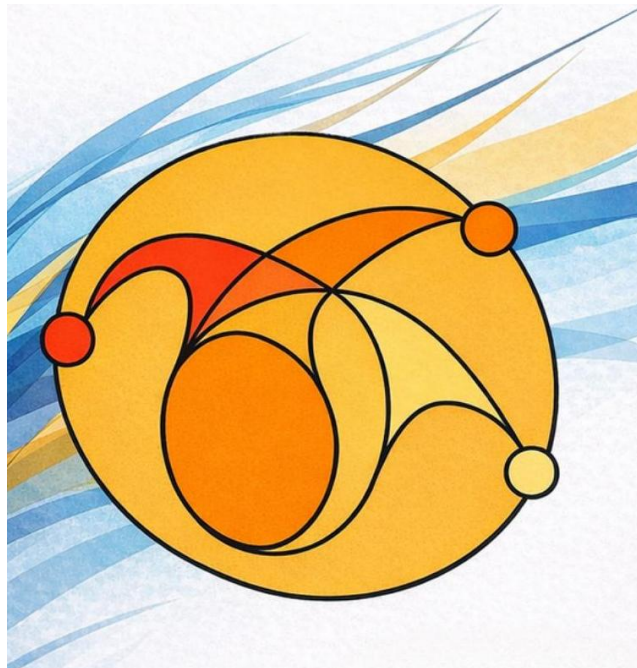


THE
PROVOCATIVE CHANGE
WORKS
SAFEGUARDING POLICY





Contents

Contents	1
Safeguarding Policy	2
Introduction and Purpose	2
Scope and Applicability	3
Definitions.....	3
Vulnerable People	3
Safeguarding	4
Safeguarding Principles	4
Types of Abuse.....	5
Online Abuse	5
Responsibilities of Practitioners	6
Safeguarding Reporting Procedure	6
Step 1: Recognise and Respond.....	6
Step 2: Record the Concern.....	7
Step 3: Report the Concern	7
Handling Allegations Against Practitioners	7
Whistleblowing	8
Support for Survivors.....	8
Confidentiality and Record-Keeping	8
International Guidelines	9
Training and Awareness	9
Review and Monitoring	9
Contact Information.....	10
Acknowledgement	10



Safeguarding Policy

THE ASSOCIATION FOR PCW PRACTITIONERS

Effective Date: April 01, 2026

Review Date: April 01, 2027

Version: 1.0

Introduction and Purpose

The Association for PCW Practitioners is committed to safeguarding and promoting the welfare of vulnerable children, young people, and adults at risk. This policy outlines the Association's principles, procedures, and responsibilities to ensure safeguarding is central to all aspects of PCW's work.

While this policy references UK-specific legislation, the safeguarding principles outlined here are relevant internationally and should be adapted as necessary to comply with local laws and cultural norms. The policy aligns with national laws and legislation, including the:

- ☐ Mental Health Act 1983
- ☐ Children Act 1989 and 2004
- ☐ Care Act 2014
- ☐ NHS England document "Safeguarding Children, Young People and Adults at Risk"
- ☐ The Human Rights Act 1998
- ☐ The Equality Act 2010
- ☐ The Data Protection Act 2018 and UK GDPR

Practitioners operating outside the UK are required to adhere to the safeguarding laws, policies, and procedures specific to their country, state, or region of practice, ensuring compliance with local regulations while maintaining the principles outlined in this document.



Scope and Applicability

This policy applies to all members, practitioners, contractors, and volunteers associated with the Association, irrespective of their client base. It extends to all third parties delivering PCW training or services. All practitioners are required to act responsibly and report any concerns, ensuring the protection and well-being of those who may be at risk.

Definitions

Vulnerable People

Vulnerable individuals are those who, due to their personal circumstances or life situations, face a greater risk of harm, abuse, neglect, or exploitation. Vulnerability may arise from physical, emotional, mental, or social challenges. Some individuals may fall into multiple categories of vulnerability.

Specific examples include:

Child: Any individual under 18 years of age, especially those in foster care, children's homes, subject to child protection plans, or missing from home or education.

Vulnerable Adult: Individuals aged 18 and over who require care and support due to disability, age, illness, or mental health issues; depend on others for basic care; or struggle to communicate or understand risks.

People with Mental Health Needs: Individuals experiencing mental illness or distress that impairs their ability to make informed decisions or protect themselves.

People with Learning Disabilities: Individuals who may not fully comprehend or report abuse, increasing their vulnerability.

Older Adults: Particularly those with physical frailty, dementia, or social isolation.

People with Long-Term Health Conditions: Individuals who require continuous support and may be at increased risk of neglect or abuse.

Homeless People: Individuals in unstable housing situations who face higher risks of exploitation, violence, and neglect.



People Misusing Substances or Alcohol: Substance misuse can lead to increased vulnerability to harm or exploitation.

Survivors of Domestic Abuse: Individuals who have experienced physical, emotional, or psychological harm due to domestic abuse.

Individuals from Marginalised Groups: People who face additional risks due to their ethnicity, gender identity, sexual orientation, or religious beliefs.

Refugees, Asylum Seekers, and Migrants: Individuals who may lack access to legal protections or resources, making them susceptible to exploitation.

Safeguarding

Safeguarding refers to the measures put in place to protect vulnerable individuals from harm, ensuring their well-being and human rights are respected. It includes preventing abuse and neglect and responding to risks in a manner that promotes safety and dignity.

Safeguarding Principles

The Association's safeguarding principles include:

Protecting Vulnerable Individuals: Ensuring that children and vulnerable adults are protected from harm, abuse, neglect, and exploitation.

Raising Awareness: Ensuring that all practitioners understand safeguarding principles, recognise signs of abuse, and respond appropriately to concerns.

Accountability: Providing a clear process for practitioners to report concerns about abuse or potential harm.

Zero Tolerance of Abuse: Abuse or neglect will not be tolerated.

Empowerment and Participation: Respecting the voices of vulnerable individuals in decisions about their care, while being mindful of and sensitive to diverse cultural values and practices.

Prevention: Identifying and mitigating safeguarding risks proactively by following policy and procedures.



Safeguarding in Online Spaces: Ensuring the safety of vulnerable individuals in online environments by proactively identifying and mitigating risks associated with digital platforms.

Proportionality: Ensuring that safeguarding actions are appropriate and balanced, taking into account the level of risk while always aiming to implement the least intrusive measures that respect individual rights and needs.

Confidentiality: Ensuring that information about safeguarding concerns is shared only with those who need to know, and handled in compliance with data protection laws.

Types of Abuse

Practitioners should be aware of various types of abuse, including:

Physical Abuse: Inflicting physical harm or pain on an individual.

Emotional or Psychological Abuse: Behaviours such as humiliation, intimidation, coercion, or manipulation.

Sexual Abuse: Any sexual activity involving a child or vulnerable adult, including non-contact acts such as exposure to explicit content.

Neglect: Failure to provide essential care, support, or supervision.

Financial Abuse: Exploitation of financial resources or coercion into financial transactions.

Exploitation Abuse: Encompasses physical or sexual exploitation, emotional or psychological exploitation, financial exploitation, and neglect or self-neglect.

Online Abuse

Online abuse refers to harm inflicted through digital platforms, technology, or social media. Examples include:

Cyberbullying and Harassment: Targeting individuals with threats, intimidation, or humiliating content via social media, messaging apps, or emails.

Online Grooming: Establishing trust with children or vulnerable adults for exploitation, including sexual, financial, or trafficking-related abuse.



Sharing Explicit Content (Sextortion): Soliciting, sharing, or threatening to share explicit images or videos.

Financial Exploitation: Online scams, fraud, or coercion to access money or sensitive financial information.

Exposure to Harmful Content: Lack of supervision leading to exposure to violent, explicit, or harmful materials, particularly for children.

Trafficking and Recruitment: Using online platforms to recruit individuals for forced labour, sexual exploitation, or other forms of trafficking.

Responsibilities of Practitioners

All PCW practitioners are responsible for:

Understanding Safeguarding: Familiarising themselves with safeguarding procedures and recognising signs of various types of abuse, and knowing when to escalate concerns.

Following Professional Boundaries: Maintaining appropriate professional conduct in all client interactions, especially with vulnerable individuals.

Acting on Concerns: Raising concerns with the appropriate individuals or authorities if they suspect abuse, neglect, or any potential risk to a child or vulnerable adult. All safeguarding concerns that involve potential criminal activity or significant risk must be escalated through the Process for Informing Relevant Bodies of Complaints Outcomes Policy.

Maintaining Confidentiality: Safeguarding sensitive information related to abuse concerns, sharing it only with relevant authorities or the Designated Safeguarding Lead (DSL).

Safeguarding Reporting Procedure

Step 1: Recognise and Respond

Observation: Look out for signs of potential abuse, such as unexplained injuries, sudden behavioural changes, or indicators of neglect. Remain curious.



Immediate Response: If a client discloses abuse, listen calmly, provide reassurance, and avoid probing questions. Focus on supporting the individual, not investigating.

Step 2: Record the Concern

Documentation: Record the details of the concern, including the date, time, and relevant information (e.g., body map) shared during disclosure.

Accuracy: The record should be factual and avoid assumptions or interpretations.

Step 3: Report the Concern

External Reporting: Report safeguarding concerns to the local police or the Local Authority Designated Officer (LADO) in your area of residence or practice, following relevant legal and procedural frameworks.

Internal Reporting: Report concerns to the Association's Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL), who is trained in handling safeguarding matters.

Handling Allegations Against Practitioners

If an allegation of abuse or misconduct is made against a practitioner:

- ☐ The Association will initiate an investigation and may suspend the practitioner's membership temporarily while the matter is reviewed.
- ☐ If appropriate, the practitioner will be informed of the allegation, and confidentiality will be maintained in accordance with the principles of fair investigation.
- ☐ Disciplinary actions, if warranted, may include temporary suspension or permanent termination of membership.
- ☐ Where necessary, the Association will inform the police and report the matter to relevant safeguarding authorities, ensuring that all actions prioritise the safety and protection of vulnerable individuals.



Whistleblowing

Practitioners who observe or suspect breaches of this safeguarding policy, misconduct, or unethical behaviour are encouraged to report concerns following the Whistleblower's Charter. This ensures that reports are confidential and whistleblowers are protected from retaliation.

Whistleblowing is distinct from reporting safeguarding concerns and pertains to violations of professional conduct within the Association. Practitioners should familiarise themselves with the Whistleblowing Procedure, ensuring they follow the appropriate channels according to local regulations and cultural considerations.

Support for Survivors

The Association encourages practitioners to assist survivors of abuse by connecting them to appropriate local resources. Practitioners working internationally should research and maintain updated information on support services available within their region.

UK-based practitioners may refer clients to resources such as the NSPCC, Refuge, The Lucy Faithfull Foundation, or Victim Support.

Confidentiality and Record-Keeping

Practitioners must ensure that all safeguarding records, paperwork, and notes are securely stored to protect the privacy of individuals and comply with the Data Protection Act 2018 and GDPR regulations:

Storage: All safeguarding notes, reports, and records must be stored securely in locked cabinets or password-protected digital systems.

Access: Only authorised individuals, such as the DSL/DDSL or appropriate authorities, should have access to safeguarding records.



Retention: Records should be retained only for as long as necessary in line with legal and organisational requirements.

Destruction: Safeguarding records must be securely destroyed under the general guidance for safeguarding records. Records relating to unfounded concerns should be immediately deleted unless a legitimate safeguarding reason exists to retain them.

International Guidelines

Practitioners working outside the UK must ensure compliance with safeguarding laws, policies, and procedures relevant to their country, state, or region. They should:

- ☐ Research local laws and engage with local professional bodies.
- ☐ Uphold the safeguarding principles outlined in this policy.
- ☐ Navigate cultural sensitivities while adhering to the core safeguarding principles of protecting vulnerable individuals, ensuring their well-being, and preventing harm.
- ☐ Contact the DSL for advice when necessary.

Training and Awareness

The Association will provide regular guidance and updates on safeguarding practices to ensure that all practitioners are aware of their responsibilities. Practitioners are encouraged to complete safeguarding training relevant to their field and stay informed about safeguarding procedures and policies.

Independent safeguarding training for both adults and children must be completed every 3 years, and a log of this training must be kept.

Review and Monitoring

This Safeguarding Policy will be reviewed annually by the Association for PCW Practitioners, in collaboration with the Designated Safeguarding Lead and the PCW



Association Board, to ensure it aligns with current safeguarding legislation, best practices, and the evolving needs of the Association.

Practitioners and stakeholders are encouraged to provide feedback on any challenges, ambiguities, or suggestions regarding the policy's implementation. Updates and any significant changes will be communicated to all members and practitioners.

Contact Information

For further information or to report safeguarding concerns, contact:

Designated Safeguarding Lead (DSL): [DSL Name] — [DSL Email]

Deputy Designated Safeguarding Lead (DDSL): [DDSL Name] — [DDSL Email]

Local Authority Designated Officer (LADO): [Contact details for your local area]

Police: 999 (emergency) / 101 (non-emergency)

Acknowledgement

All individuals to whom this policy applies are expected to understand and adhere to the safeguarding principles, responsibilities, and procedures set forth by the Association for PCW Practitioners. Compliance is essential to ensuring the protection and well-being of vulnerable individuals. Failure to comply with this policy may result in appropriate disciplinary measures, including suspension or termination of membership.

Issued by the PCW Association Board