



Reconnect and Create Ltd

Safeguarding Policy

Last updated: 02/02/26

Reconnect and Create is committed to providing safe, supportive, and nurturing environments where all participants feel respected, valued, and protected. Safeguarding is central to our work and underpins all of our events, retreats, and activities.

This policy applies to all facilitators, volunteers, contractors, and participants involved in Reconnect and Create activities.

1. Our Commitment to Safeguarding

Our events are primarily designed for adults aged 18 and over. In the rare event that anyone under 18 attends, they must be accompanied by a responsible adult at all times.

We recognise that adults attending our events may at times be vulnerable due to mental health challenges, disability, illness, personal circumstances, or life experiences.

We are committed to:

- Promoting the wellbeing, dignity, and rights of all participants
- Creating safe, inclusive, and respectful spaces
- Preventing harm, abuse, neglect, and exploitation
- Responding appropriately to safeguarding concerns
- Working in line with relevant legislation and best practice

Safeguarding is everyone's responsibility.

2. Safer Recruitment and DBS Checks

All core facilitators at Reconnect and Create hold **Enhanced DBS (formerly CRB) checks** through their professional employment.

We ensure that anyone delivering activities on our behalf is suitable, experienced, and aligned with our safeguarding values.

Where appropriate, additional checks may be requested.

3. Roles and Responsibilities

Designated Safeguarding Leads (DSL)

The Designated Safeguarding Leads for Reconnect and Create are:

- Marie Pearson (DSL)
- Hannah Pearson (Assistant DSL)

They are responsible for:

- Overseeing safeguarding practices
- Responding to concerns
- Maintaining records
- Liaising with external agencies where necessary

All facilitators share responsibility for safeguarding and must report any concerns to the DSLs.

4. Creating Safe and Supportive Spaces

We aim to create environments where participants feel:

- Listened to
- Respected
- Supported
- Free from judgement
- Safe to express themselves

We achieve this by:

- Setting clear boundaries and expectations
- Encouraging respectful communication
- Promoting consent and personal choice
- Allowing participants to take breaks when needed
- Maintaining appropriate facilitator-to-participant ratios

5. Professional Boundaries and Conduct

Facilitators and staff must:

- Treat all participants with respect and professionalism
- Avoid inappropriate physical, emotional, or personal relationships
- Never exploit their position of trust
- Maintain confidentiality within safeguarding limits
- Avoid one-to-one situations where possible
- Follow clear lone-working procedures where necessary

Physical contact will only occur where appropriate, consensual, and necessary for wellbeing or safety.

6. Recognising Safeguarding Concerns

Safeguarding concerns may include, but are not limited to:

- Physical, emotional, sexual, or financial abuse
- Neglect or self-neglect
- Bullying, harassment, or discrimination
- Domestic abuse
- Exploitation
- Serious mental health distress
- Unsafe behaviour

Concerns may arise through disclosure, observation, or third-party information.

7. Responding to Concerns and Disclosures

If a participant discloses a concern:

Facilitators will:

- Listen calmly and respectfully
- Reassure the individual they have been heard
- Not promise confidentiality
- Avoid asking leading questions
- Record the information accurately
- Report concerns promptly to the DSL

Immediate risks to life or safety will be reported to emergency services.

8. Recording and Information Sharing

All safeguarding concerns will be:

- Recorded in writing
- Stored securely
- Accessed only by authorised persons
- Shared only when necessary for protection

Information will be handled in line with data protection legislation.

9. Working with External Agencies

Where appropriate, Reconnect and Create may liaise with:

- Local authority safeguarding teams
- Healthcare professionals
- Social services
- Police
- Support organisations

This will always be done in the best interests of the individual.

10. Safer Practice at Events and Retreats

We take practical steps to reduce safeguarding risks, including:

- Risk assessments for venues and activities
- Clear emergency procedures
- First aid provision
- Safe storage of personal data
- Appropriate supervision
- Clear behaviour expectations

11. Allegations Against Staff or Facilitators

Any allegation against a facilitator, volunteer, or contractor will be taken seriously and investigated promptly.

Where necessary, external authorities will be informed.

Appropriate action will be taken to protect participants.

12. Training and Awareness

We are committed to ongoing safeguarding awareness and good practice.
Facilitators regularly review safeguarding guidance and reflect on their practice.

13. Review of This Policy

This policy will be reviewed annually, or sooner if required due to changes in legislation or organisational practice.

Contact Us

If you have any questions about this Policy please contact:

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Website: www.reconnectandcreate.co.uk

Phone:

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