



Curious Motion CIC – Safeguarding Policy Children, Young People, and Adults at Risk

Curious Motion CIC acknowledges the duty of care to safeguard and promote the welfare of children, young people, and Adults at Risk, and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

The health, safety and wellbeing of children, young people and Adults at Risk involved in our activities are of paramount importance. We respect the people who participate in our activities and recognise that the welfare and interests of all vulnerable people are paramount in all circumstances. We aim to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children, young people, and Adults at Risk:

- have a positive and enjoyable experience of our activities in a safe and person-centred environment
- are protected from abuse whilst participating in our activities or outside of the activity.

Curious Motion acknowledges that some children and Adults at Risk, including disabled children/ young people or disabled adults, or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy Curious Motion will:

- Promote and prioritise the safety and wellbeing of children, young people, and Adults at Risk.
- Create an environment where people feel secure, have their viewpoints valued, are encouraged to talk, and are listened to.
- Monitor any children, young people or adults who have been identified as being “at risk”.
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children, young people, and Adults at Risk.
- Ensure appropriate action is taken in the event of incidents/ concerns of abuse and support provided to the individual(s) who raise or disclose the concern
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored
- Prevent the employment/ deployment of unsuitable individuals
- Ensure robust safeguarding arrangements and procedures are in operation, including enhanced DBS checks as required and a minimum of two references for all staff and volunteers.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Curious Motion. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/ exclusion from the organisation.

DEFINITIONS

Adult at Risk

An adult at risk is defined as a person aged 18 or over who:

- has needs for care and support (whether or not the local authority is meeting those needs);
 - is experiencing, or is at risk of, abuse or neglect; and
 - as a result of those needs is unable to protect themselves against the abuse or neglect or the risk of it.
- (Care Act 2014)

MENTAL CAPACITY AND CONSENT

Curious Motion recognises that adults are assumed to have capacity unless there is evidence to suggest otherwise, in line with the Mental Capacity Act 2005.

Where an adult has capacity, their consent will usually be sought before sharing safeguarding information.

Where an adult lacks capacity, or where there is a risk of serious harm to the individual or others, information may be shared without consent in the person's best interests and in line with safeguarding duties.

RECOGNISING ABUSE

Abuse is mistreatment by any other person or persons that violates a person's human and civil rights. The abuse can vary, from treating someone with disrespect in a way that significantly affects the person's quality of life, to causing actual physical or mental suffering.

Children & Young People:

- **Physical Abuse:** when someone hurts a child or young person on purpose, for example: hitting, shaking, burning, breaking bones, and suffocating.
- **Emotional Abuse:** any type of abuse that involves the continual emotional mistreatment of a child. It's sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore a child.
- **Sexual Abuse:** when a child or young person is sexually abused, they're forced or tricked into sexual activities.
- **Neglect:** when a child/ young person is not looked after properly by their parents/ carers. For example: not getting enough food and drink.
- **Bullying & Cyberbullying:** intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.
- **Child Trafficking:** Child trafficking and modern slavery are child abuse. Many children and young people are trafficked into the UK from other countries like Vietnam, Albania and Romania. Children are also trafficked around the UK.
- **Criminal Exploitation and Gangs:** children might be victims of violence or pressured into doing things like stealing or carrying drugs or weapons. They might be abused, exploited and put into dangerous situations.
- **Domestic Abuse:** any type of controlling, bullying, threatening or violent behaviour between people who are or have been in a relationship. It can also happen between adults related to one another. It can seriously harm children and young people, and experiencing domestic abuse is child abuse.
- **Grooming:** when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. Children and young people who are groomed can be sexually abused, exploited or trafficked.
- **Female Genital Mutilation (FGM):** FGM is when a female's genitals are deliberately altered or removed for non-medical reasons. It's also known as 'female circumcision' or 'cutting', but has many other names.
- **Online abuse:** Online abuse is any type of abuse that happens on the internet. It can happen across any device that's connected to the web, like computers, tablets and mobile phones.

Further information on types of child abuse can be found here: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

Adults:

- **Physical:** for example, hitting, slapping, burning, pushing, restraining or giving too much medication or the wrong medication.
- **Psychological:** for example, shouting, swearing, frightening, blaming, ignoring or humiliating.
- **Financial:** for example the illegal or unauthorised use of a person's property, money, pension book or other valuables.
- **Sexual:** for example, forcing a person to take part in sexual activity without consent.
- **Neglect or acts of omission:** for example, where a person is deprived of food, heat, clothing, comfort or medication.
- **Discrimination**, including slurs or similar treatment on the ground of a person's race, gender and gender identity, age, disability, sexual orientation, or religion.
- **Domestic abuse** is when someone the person is in a close relationship with behaves in a way that causes them physical, mental or emotional damage and through coercive and controlling behaviour.
- **Modern slavery** includes human trafficking, forced labour and domestic slavery.
- **Organisational abuse** includes neglect and poor practice within an institution, care setting or care provided in the person's home.
- **Self-Neglect:** an Adult at Risk may also neglect themselves.

Further information on types of abuse for both children and adults can be found here: <https://safeguarding.calderdale.gov.uk>

PROCEDURES

All team members (staff, artists, practitioners and volunteers) are responsible for ensuring the people in their care are safe.

Curious Motion takes a **trauma-informed approach** to all procedures.

WHO TO CONTACT:

Any concerns must be reported immediately to the **Designated Safeguarding Lead (DSL):**
Samantha McCormick: sam@curiousmotion.org.uk / 07599 619785

If the DSL is not available, please contact Mahshid Alavi – mahshid@curiousmotion.org.uk / 07414 201391

Curious Motion also has a named member of the Board of Directors who supports our safeguarding procedures. This is currently Kate Edwards.

All team members will liaise closely with the DSL and will respond to safeguarding procedures fully. All parties involved will handle such investigations in a sensitive manner, but the interest of the child, young person, or Adult at Risk is of paramount importance.

If a person alleges abuse, the team member will liaise closely with the safeguarding lead. All team members will take advice from the DSL.

If a person discloses a safeguarding concern team members are to action the following:

- Listen to the person carefully and make a written record of what they told you as soon as possible – write down the whole conversation word-for-word (or as close as). This can be handwritten.
- Make sure the person is aware that you are required to share this with specific people at Curious Motion and that it will be dealt with confidentially – it is important not to say that you will keep things a secret.

- You should only share information with Curious Motion’s Designated Safeguarding Lead (DSL) or alternative contact(s) listed above should the DSL not be available.
- Contact the DSL as soon as you can and provide as much detail as possible, including any written notes/ information. They will then deal with next steps.
- Where appropriate, you will be updated on the situation, but you can rest assured that it will be dealt with properly and fully.

All team members are encouraged to raise any concerns, however small they perceive them to be.

After receiving notification of a safeguarding concern, Curious Motion’s DSL will follow best practice in terms of next steps, informed by the recommended procedures from the [Calderdale Safeguarding Children Partnership](#) and the [Calderdale Safeguarding Adults Board](#). Contact should be made directly with these organisations whenever any concerns arise, and guidance followed accordingly.

We regard all information related to individual safeguarding issues as confidential and we treat this accordingly. We only pass information on to appropriate persons. We inform the child/ young person/ Adult at Risk in all stages of who is involved and what information we have given them. All team members are aware that they cannot promise a person confidentiality.

We recognise that colleagues working with a person who has suffered harm or appears to be likely to suffer harm may find the situation stressful and upsetting; and we will give them the opportunity to talk through their anxieties and seek further support.

We require all team members involved directly in our activities engaging children, young people, or Adults at Risk, to have a current (within 3 years) enhanced Disclosure and Barring Service (DBS) certificate in order to ensure that there is no evidence of offences involving children, young people, Adults at Risk or abuse. Certificates are checked/ renewed every three years in accordance with their date of issue.

Online Delivery

In April 2020 we introduced online delivery to our activities, and we recognise that working in this way has its own specific safeguarding requirements. We have risk assessed this and have full procedures in place to ensure children, young people and Adults at Risk who access our online activities remain safe. This includes:

- A company Google Meet account, password protected and used by our staff/ freelancers only.
- All live online classes require a password and have the waiting room feature enabled.
- Participants register in advance so our team know who to expect and can admit them individually from the waiting room.
- All sessions involving children, young people, or Adults at Risk are to have the private chat function disabled.
- Participants are given full safety information in advance when registering for our classes.
- Parents/ carers/ support workers to be present with the child/ person they support, at all times.

MANAGING ALLEGATIONS AGAINST DIRECTORS, STAFF, ARTISTS, PRACTITIONERS OR VOLUNTEERS

Any allegation that a member of the board, staff, freelancer, practitioner or volunteer has harmed or may pose a risk of harm to a child, young person or Adult at Risk will be taken seriously and acted upon immediately.

- The safety and wellbeing of the individual(s) concerned is paramount.
- The DSL will undertake an immediate risk assessment.
- Where a criminal offence may have occurred, the police will be contacted.
- Where appropriate, the matter will be referred to the relevant safeguarding authority.
- Internal disciplinary or contractual procedures may be initiated alongside external investigations

If the allegation concerns the DSL, concerns should be reported directly to Curious Motion's Board of Directors or to the appropriate safeguarding authority - the [Calderdale Safeguarding Children Partnership](#) or the [Calderdale Safeguarding Adults Board](#).

TRAINING

Staff working directly with children, young people, or Adults at Risk are to have completed training in child protection and safeguarding Adults at Risk every two years – the training is to be proportional and relevant to their role with Curious Motion. The DSL is to undertake refresher courses related to their role alongside general safeguarding training every two years as a minimum.

SAFER RECRUITMENT & PROFESSIONAL BOUNDARIES

All staff, freelancers and volunteers must maintain professional boundaries at all times. It is not acceptable to:

- lend or borrow money from participants
- manage personal finances on behalf of participants
- engage in personal relationships that could compromise professional judgement

Any concerns about boundaries should be discussed with the DSL.

WHISTLEBLOWING & ESCALATION

Curious Motion encourages a culture of openness and accountability. Any team member who feels unable to raise a safeguarding concern internally, or believes it has not been taken seriously, has the right to escalate concerns directly to the relevant safeguarding authority without fear of reprisal.

RECORD KEEPING & DATA PROTECTION

Safeguarding records will be:

- factual, accurate and dated
- stored securely (digitally or physically)
- accessible only to those who need to know
- retained in line with data protection legislation and organisational retention policies

LEGAL FRAMEWORK

This policy has been drawn up on the basis of law and guidance that seeks to protect children, young people and Adults at Risk, namely:

- Children Act 1989 & 2004
- Care Act 2014
- Mental Capacity Act 2005
- Data Protection Act 2018 & GDPR
- Working Together to Safeguard Children
- Relevant local safeguarding partnership procedures

REVIEW

Last review and approval: January 2026

Next review due: January 2027