

Adult safeguarding policy

This policy applies to all staff and volunteers at The Compassionate Friends. It also applies to all situations where The Compassionate Friends supports bereaved parents and siblings, including supportive events for bereaved parents, working on the helpline, in the TCF office, at local support groups, as grief companions, at fundraising events.

Safeguarding means protecting a person's right to live in safety, free from abuse and neglect.

The Compassionate Friends believes that no adult, bereaved or otherwise, should experience abuse of any kind. The Compassionate Friends has a responsibility to promote the welfare of all adults and to keep them safe. We are committed to practise in a way that protects people. We work to make sure that people's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

We at The Compassionate Friends know that bereaved parents can often be in a very vulnerable state having suffered the traumatic event of the death of their child, sibling or grandchild. This might mean that bereaved parents, siblings or grandparents sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.

The Compassionate Friends recognizes that:

- The welfare of people is paramount.
- All persons, regardless of age, ability, gender, racial heritage, religious belief, sexual orientation, sexual identity, have a right to equal protection from all types of harm or abuse.
- Some people are additionally vulnerable because of the impact of their bereavement, the impact of previous experiences, their level of dependency, communication needs or other issues.

The Compassionate Friends seeks to keep bereaved parents and their families safe by:

- Valuing them, listening to them and respecting them.
- Adopting safeguarding practices including a confidentiality agreement, equal opportunities form and a code of conduct for TCF staff and volunteers.
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- Recruiting staff and volunteers safely, ensuring that all necessary checks are made, including an Enhanced Disclosure.
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with bereaved parents, their families, staff and volunteers.
- Using our safeguarding procedures to manage any allegations against staff and volunteers appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that TCF has a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that TCF has effective complaints and whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for staff and volunteers, and bereaved parents and siblings, by applying health and safety measures in accordance with the law and regulatory guidance.

The person responsible for implementation of the Adult Safeguarding Policy is Carolyn Brice, Chief Executive Officer t: 0345 120 3785 e: carolyn@tcf.org.uk

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