



LimeCulture Safeguarding Policy

1. LimeCulture is fully committed to safeguarding. We believe that everyone has the right to be safe and to feel safe, no matter what their background, circumstances, ability or protected characteristics. We believe safeguarding is of paramount importance and work to ensure LimeCulture is at the forefront of safeguarding practice to protect others, as well as to influence organisations and professionals to promote the safety and well-being of all children, young people and adults.
2. This policy applies to everyone working for LimeCulture in any capacity (employed staff, consultants, contractors and volunteers), and sets out LimeCulture's expectation around positive safeguarding approaches for those accessing our services.
3. This Policy must be read in conjunction with our Procedures.

Policy Statements

4. We are committed to upholding individuals' human rights, including having the right to be protected from abuse, mistreatment and exploitation no matter what their background, circumstances, ability or protected characteristics.
5. We will act to uphold these rights where there is cause for concern. LimeCulture staff/consultants are expected to act promptly and in line with our policy and procedures in the event of any safeguarding concerns arising throughout the course of our work or interactions with others. Working in the sexual violence and safeguarding sectors, we understand the importance of taking the responsibility off the victim/survivor to disclose.
6. We will endeavour to model respectful and inclusive behaviour, challenge behaviour that does not meet with our expectations, and promote an environment where everyone feels they can be heard.
7. We strive to create a culture where everyone feels safe and is empowered to protect themselves and others, and feels able to act if they have a concern. We will ensure procedures are in place and staff are trained and

equipped to manage concerns. We will embed responding to low-level concerns, patterns of behaviour and self-disclosures in our processes and will support the reporting of such concerns, recognising how abuse and harm can escalate from low-level inappropriate behaviours.

8. We actively promote working together across the organisation and with our stakeholders and statutory services to ensure all children, young people and adults are safeguarded. We understand safeguarding cannot be undertaken in isolation but will maintain confidentiality where possible.
9. We strive to have robust and transparent governance arrangements in place for safeguarding and will review and evaluate these arrangements when concerns are raised to ensure we learn lessons. We will ensure those working with us and for us are safe and suitable to work with our client groups.
10. We believe that everyone has the right to be heard and involved in decisions that affect them. LimeCulture will always act in the best interests of children, young people and adults and we will seek their views where appropriate, as far as is feasible taking their age, understanding and capacity into account when responding to disclosures and safeguarding concerns.
11. Where professionals have raised a concern with LimeCulture, or where a concern has arisen about practice in relation to a service commissioning LimeCulture's services, we will seek to raise safeguarding concerns with that organisation (if appropriate to the circumstances) in the first instance and to keep the disclosing professional updated as to our intended actions.
12. We will regularly assess the implementation and effectiveness of this policy annually, or whenever there are changes in legislation, government or statutory guidance, personal changes within the organisation or after managing a safeguarding concern.

Designated Safeguarding Lead

13. Our Designated Safeguarding Lead holds operational responsibility for safeguarding. Our designated safeguarding person is:

Maria Putz

Tel: +44 (0) 7753 694 743

Email: maria.putz@limeculture.co.uk

14. If the Designated Safeguarding Lead is not available, the Deputy Designated Safeguarding Person is:

Kerrie Best

Tel: +44 (0) 7920 446 014

Email: kerrie.best@limeculture.co.uk



Stephanie Reardon
Chief Executive Officer
January 2024



Kim Doyle
Chair
January 2024