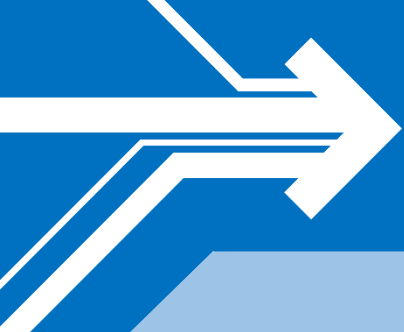




Safeguarding Policy Statement

"A Culture of Care and Protection"

We are committed to fostering a safe, professional, and respectful environment for all employees, contractors, and volunteers engaged in our work. This safeguarding policy outlines our responsibility to protect those we work with from harm, abuse, and neglect, whether in person or during online activities.

Safeguarding Principles

- **Empowerment:** Support all individuals to feel safe and valued.
- **Protection:** Provide support and resources to reduce risk.
- **Prevention:** Take proactive measures to prevent incidents of harm or abuse.
- **Proportionality:** Balance the level of risk with the necessary response.
- **Partnership:** Collaborate with safeguarding authorities and relevant organisations as needed.
- **Accountability:** Ensure clear and transparent safeguarding processes and responsibilities.

Commitments

- **Risk Assessment:** We will regularly assess and identify areas of potential safeguarding risk within our organisation, taking appropriate actions to mitigate these risks.
- **Awareness and Prevention:** Employees, contractors, and volunteers will receive safeguarding training to equip them with the knowledge and skills to recognise and respond to safeguarding issues responsibly.
- **Reporting Mechanisms:** We are committed to providing clear, safe, and confidential channels for reporting safeguarding concerns, free from fear of reprisal.
- **Data Protection and Confidentiality:** All safeguarding concerns are handled sensitively, with records securely stored and access limited to authorised personnel.
- **Partnership and Collaboration:** Where necessary, we will work in partnership with external agencies, safeguarding authorities, and organisations to uphold our safeguarding commitments.

Implementation

- **Accountability and Governance:** Accountability for implementing this policy and ensuring compliance lies with our senior management team.
- **Employee Responsibilities:** All employees are expected to adhere to this policy, remain vigilant, and report any safeguarding concerns to our Designated Safeguarding Lead.
- **Designated Safeguarding Lead (DSL):** Our DSL is the Business Operations Director. They are responsible for: implementing safeguarding policies, training, and procedures; receiving and addressing safeguarding concerns within the organisation; and liaising with external agencies and safeguarding authorities when necessary.
- **Types of Concerns:** there are several forms of potential harm, including: physical abuse; emotional abuse; sexual harassment or abuse; neglect; and financial abuse.
- **Reporting Process:** all staff are required to report concerns by following these steps:
 - Identify possible signs of abuse or neglect.
 - Report concerns to our DSL directly
 - Record details in a secure system, maintaining confidentiality.
 - The DSL will take further steps, as necessary.
- **Responding to Disclosures:** if an individual discloses an issue or concern:
 - Listen without judgment.
 - Reassure them that they have done the right thing by speaking up.
 - Report the information to the DSL immediately.
- **Monitoring and Review:** This policy and its effectiveness in combating safeguarding issues will be regularly reviewed and updated as necessary.



Original Signed

Date: 24 February 2026

John Constable
Chairman & Professional Head
MIoD CMIOSH MCQI CQP MIEMA CEnv FCMI MIIRSM