



# GROUNDWORK UK

## Safeguarding Policy Statement

Date of Last Review: | January 2024

Date of Next Review: | January 2025

If you have a question or concern relating to safeguarding, or have received a safeguarding disclosure or complaint, please contact a member of the **Groundwork UK Safeguarding Team** via the contact details below:

Role	Name	Phone No.	Email
Designated Safeguarding Lead (DSL)	Andy Harrison	07802 930828	<a href="mailto:Andrew.Harrison@groundwork.org.uk">Andrew.Harrison@groundwork.org.uk</a>
Deputy Designated Safeguarding Lead (DDSL)	Philippa Neate	07715 169568	<a href="mailto:Philippa.Neate@groundwork.org.uk">Philippa.Neate@groundwork.org.uk</a>
Deputy Designated Safeguarding Lead (DDSL)	Sarah Duncan	07826 558154	<a href="mailto:Sarah.Duncan@groundwork.org.uk">Sarah.Duncan@groundwork.org.uk</a>

Deputy Designated Safeguarding Lead (DDSL)	Joe Osborne	07912 281015	<a href="mailto:Joe.Osborne@groundwork.org.uk">Joe.Osborne@groundwork.org.uk</a>
Trustee Safeguarding Champion	Nadia Al Yafai	NA	Available via Gwk UK DSL or CEO

## 1. Policy Statement

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers, anyone working on behalf of Groundwork as well as young people, adults at risk and learners engaging with our services and activities.

The purpose of this policy is to:

- protect children, young people and adults at risk who participate in the activities and services that we provide. This includes the children of adults who use our services;
- provide staff and volunteers with the principles and good practice guidelines to enable them to meet their safeguarding responsibilities.

Groundwork believes that a child, young person or adult at risk should never experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and adults at risk and to keep them safe. We are committed to practice in a way that protects them.

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989;
- all people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse;
- some children, young people and adults at risk are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues;
- working in partnership with children, young people, adults at risk, their parents and carers, and other agencies is essential in promoting their welfare.

We will seek to keep children, young people and adults at risk safe by ensuring we:

- provide a safe environment for children, young people and adults at risk to take part in any activity or access any service organised by Groundwork;
- support children, young people and adults at risk to be aware of their own safety and to keep themselves safe;
- promote an environment where children, young people and adults at risk feel secure, are enabled to talk and are listened to;

- make decisions based on the needs of children, young people and adults at risk;
- have clear safeguarding policies and procedures which are in line with the Local Safeguarding Partnership and Adult Safeguarding Board in the areas in which we operate;
- appoint a Safeguarding Team who will take lead responsibility for dealing with safeguarding issues;
- provide the appropriate level of support to children, young people and adults at risk who have suffered significant harm and to staff involved in any safeguarding issue;
- create a culture of safer staff recruitment and adopt recruitment procedures that help deter, reject or identify people who might abuse children, young people or adults at risk;
- promote a culture of transparency where all staff feel able to challenge and raise concerns about poor or unsafe practice, and address these concerns sensitively and effectively;
- ensure all members of staff receive safeguarding training appropriate to their roles;
- ensure all members of staff who work with children, young people and adults at risk have regular supervision and can access support when needed;
- understand our duty of care to children, young people and adults at risk and staff who undertake our activities;
- ensure that children, young people and adults at risk are kept safe when we work in partnership with other agencies;
- carry out an annual review of the Safeguarding Policy and procedures, and make changes as soon as possible if any gaps or weaknesses are identified;
- reflect on safeguarding concerns and cases to ensure that lessons are learned and applied to practice;
- make the policy and procedures available to children, young people, adults at risk and their parents or carers on request.

## 2. Legal framework and policy and procedure references

This policy and supporting procedures are underpinned by the following legislation and guidance:

- Children Act 1989
- United Nations Convention on the Rights of the Child 1991
- Sexual Offences Act 2003
- Children Act 2004
- Mental Capacity Act 2005
- Safeguarding Vulnerable Groups Act 2006
- Equality Act 2010
- Protection of Freedoms Act 2012
- Care Act 2014
- Children and Social Work Act 2017
- Data Protection Act 2018

- Working Together to Safeguard Children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2018
- Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2018
- What to do if you are worried a child is being abused: advice for practitioners; HM Government 2015
- Keeping Children safe in education 2023
- Understanding and identifying radicalisation risk in your education setting 2022

**This policy should be read alongside the following policies and procedures which also support safeguarding within our organisation:**

- Recruitment
- Training and Development
- Health and safety
- E-safety
- Anti-bullying
- Complaints
- Whistleblowing
- Lone working

**This Policy document is accompanied by a full set of Safeguarding procedures and guidance.**

**We are committed to reviewing our policy and procedures annually.**