



# **Mitre Construction**

*External & Internal Refurbishment Specialists*

## **COMPANY POLICY**

### **Safeguarding Policy**

This policy applies to all staff and anyone working on behalf of Mitre Construction Company Ltd.

The purpose of this policy is :-

- to protect children and vulnerable adults who are present at any of the sites where we carry out work
- to provide staff with the principles that guide our approach to safeguarding and the protection of children and vulnerable adults

Mitre Construction Company Ltd believes that a child or vulnerable adult should never experience abuse of any kind. We have a responsibility to promote the welfare of all vulnerable groups and to keep them safe. We are committed to practice in a way that protects them.

### **Legal Framework**

This policy has been drawn up on the basis of law and guidance that seeks to protect such groups, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special Educational needs and disability (SEND) code of practice: 0 to 25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014

- Working together to safeguarding children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

**This policy should be read alongside our policies and procedures on:**

- Recruitment, induction and training
- Complaints
- Whistleblowing
- Health & Safety
- Training, supervision and support, including the DBS enhanced checking for all staff
- Lone working policy and procedure
- Quality Assurance

**We recognise that:**

- the welfare of the child or vulnerable adult is paramount, as enshrined in the Children Act 1989
- all children and vulnerable adults, 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 or vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

**We will seek to keep children and vulnerable adults safe by:**

- providing effective management for staff through supervision, support, training and quality assurance measures
- recruiting staff safely, ensuring all necessary checks are made and by providing our own enhanced DBS checks
- using procedures to manage any allegations against staff appropriately
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for the children and vulnerable adults and staff by applying health and safety measures in accordance with the law and regulatory guidance

**Contact Details**

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Designated Safeguarding Officer (DSO)

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Deputy DSO

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We are committed to reviewing our policy and good practice annually

This policy was last reviewed on 23<sup>rd</sup> January 2020

Signed:

A handwritten signature in black ink, appearing to read 'Alan Ranscombe', written in a cursive style.

Alan Ranscombe

Mitre Construction Company Limited