

## **Safeguarding Statement**

Hepburn Delaney Ltd believe that every child, young person and vulnerable adult has the right to be safe and that their welfare is paramount. This includes children, young people and vulnerable adults of any age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and seek to ensure that we work to achieve the best outcomes for them.

The purpose of this policy statement is:

- to protect children, young people and vulnerable adults who receive Hepburn Delaney Ltd's services from harm. This includes the children of adults who use our services
- to provide staff, as well as children, young people and vulnerable adults and their families, with the overarching principles that guide our approach to child, young person and vulnerable adult protection.

This policy applies to anyone working on behalf of Hepburn Delaney Ltd, including senior managers, paid staff, temporary workers and students.

### **Legal Framework**

This policy has been drawn up on the basis of current legislation, policy and guidance that seeks to protect children, young people and vulnerable adults in England.

### **We believe that:**

- children, young people and vulnerable adults should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

### **We recognise that:**

- the welfare of children, young people and vulnerable adults is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, and vulnerable people, their parents, carers and other agencies, is essential in promoting young people's and vulnerable adults' welfare
- all children, young people and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse

- some children, young people and vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children, young people and vulnerable adults who are additionally vulnerable safe from abuse.

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

- valuing, listening to and respecting them
- appointing a Principal Safeguarding Officer (“PSO”), a Deputy PSO (“DPSO”) and Safeguarding Officers (“SO’s), together the “Safeguarding Team” for children, young people and vulnerable adults
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff
- providing effective management for staff through supervision, support, training and quality assurance measures so that all staff know about and follow our policies, procedures and behaviour codes confidently and competently recruiting and selecting staff safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance. More information about this is available from the Information Commissioner’s Office: <https://ico.org.uk/for-organisations>
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people and vulnerable adults, parents, families, and carers appropriately
- using our 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 children, young people and vulnerable adults, by applying health and safety measures in accordance with the law and regulatory guidance.

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