



Safeguarding Policy

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Our Safeguarding Policy

This policy applies to all staff employed within our Company, including management, paid staff, agency staff or anyone working on behalf of our Company.

The purpose of this policy is:

To protect children and young people who come into contact with our staff whilst carrying out our services at our clients sites/premises.

To provide staff with overarching principles that guide our approach to safeguarding.

Groundforce Landscape Limited believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people 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 children, namely: Children Act 1989 United Convention of the Rights of the Child 1991 Data Protection Act 1998 Sexual Offence Act 2003 Children Act 2004 Protection of Freedoms Act 2012 Relevant government guidance on safeguarding children

We recognise that: The welfare of the children is paramount, as enshrined in the children Act 1989 All children, 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 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 young people safe by: Valuing them, listening and respecting them Adopting child protection practices through procedures and a code of conduct for staff Providing effective management for staff through supervision, support and training Recruiting staff safely, ensuring each member of staff in the employment of our Company undergoes an Enhanced Criminal Record Check prior to being allowed to work on our client's sites/premises, the Enhanced

Criminal Record Check comprises of the following stages: Stage 1 (Application Form received and validated) Stage 2 (Police National Computer searched) Stage 3 (DBS Children, DBS Adults and List 99 searched, where applicable) Stage 4 (Records held by the Police Search) Stage 5 (Certificate and Results Printed)

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 1st February 2019

Gary Jones

Managing Director

Groundforce Landscape Limited