

## Safeguarding Policy

Ecoserv Group is fully committed to promoting children's and Vulnerable Persons rights, notably their right to be protected from harm, abuse, and exploitation and to be involved in any decisions that directly affect them whilst in our care.

Ecoserv Group has a duty of care to implement effective policies and procedures for safeguarding the welfare of children and young people. In order to achieve this, we will ensure our staff are carefully selected, screened, and trained. Furthermore, we will endeavor to keep up to date with national developments relating to the care and protection of children and young people.

Ecoserv Group will:

1. Ensure that all workers understand their legal and moral obligations to protect children and Vulnerable Persons young people from harm, abuse and exploitation.
2. Develop best practice in relation to the recruitment of all workers.
3. Provide opportunities for all newly appointed workers through the provision of induction training, which gives an overview of the organisation's purpose, values, structure and services.
4. Ensure that all workers understand their responsibility to work to the standards and procedures detailed in the Company's handbook.
5. Ensure that all workers understand their obligations to report care or protection concerns about a child/vulnerable person, or a worker's conduct towards a child/young person, to the organisation's designated person for child protection.
6. Ensure that all procedures relating to the conduct of workers are implemented in a consistent and equitable manner.
7. Ensure that the designated child protection officer understands his/her responsibility to refer any child or Vulnerable Persons protection concerns to the statutory child protection agencies (i.e., police and/or social work).
8. Provide opportunities for all workers to develop their skills and knowledge particularly in relation to the care and protection of children and vulnerable people.
9. Ensure that children and vulnerable people are enabled to express their ideas and views on a wide range of issues and will have access to the organisation's complaints procedures.
10. Endeavour to keep up to date with national developments relating to the care and protection of children and vulnerable people.

## **Child & Vulnerable Persons Protection Procedures**

The purpose of the procedures is to ensure that all concerns about the care and protection of children/vulnerable people are effectively managed.

Advise that all employees of Ecoserv Group are required to implement the child/vulnerable person protection procedures.

Ecoserv Group has a commitment to children's and vulnerable persons' rights, notably their right to be protected from harm, abuse, and exploitation and to be involved in any decisions which directly affect them.

### **Recruitment**

- All applicants will be asked to complete an application form, which requires suitable information to be provided in order to conduct Right to Work and an enhanced DBS check.
- All applicants will have their Right to Work in the UK checked.
- All applicants will be asked to provide two suitable references which are required to be satisfactory.
- All suitable applicants will be asked to attend an interview.
- All successful applicants will have a List 99 check and an enhanced DBS check will be conducted.
- Any disclosure on the DBS will have to be risk assessed by following the DBS RiskAssessment Form.
- Recent government legislative changes confirm that the Disqualified from Working with Children or Vulnerable Persons (List99) cannot be carried out by non-education contractors and the responsibility for carrying out this check must now be done by our education clients.

### **Training**

- All newly appointed workers will complete an agreed probationary period.
- Details of the structure of the organisation will be provided.
- Details of the organisation's aims and objectives will be provided.
- An assessment of staff training and development requirements will be completed.
- The roles and responsibilities of staff within the organisation will be clarified.
- Clear details of the expectations, roles and responsibilities of all newly appointed staff will be provided.
- All staff must agree and sign up to the organisation's Child & Vulnerable Persons Protection Policy and procedures.
- Training, information and a copy of the organisation's Code of Conduct will be provided.
- The contact details and roles and responsibilities of the organisation's Child and Vulnerable Persons Protection Officer will be provided.

### **Procedures for responding to concerns about abuse /neglect**

The procedure to be followed where a concern is raised that a child/vulnerable person may be experiencing abuse/neglect by an individual. A concern of this nature may come to light because (for example):

- The organisation has received a third-party report that a child/vulnerable person is being abused/neglected or:
- There are signs and indicators which could point to abuse/neglect.

In the first instance, a report must be made to the office, that will ensure that the Company's appointed Child/Vulnerable Persons Protection Officer is informed. All these concerns will be referred to the various relevant child protection agencies (i.e., Education Authority, Student Behavior Officer, local area Police and/or Social Worker).

A handwritten signature in black ink, appearing to be "JH Beukes", written in a cursive style.

Jean-Henri Beukes Chief  
Executive Officer 20th  
February 2022