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SPECIALITY SECURITY INVESTIGATION GROUP

SAFEGUARDING POLICY



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SPECIALITY SECURITY INVESTIGATION GROUP LIMITED (SSIG-UK)

SAFEGUARDING POLICY

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SPECIALITY SECURITY INVESTIGATION GROUP

This policy outlines Speciality Security Investigation Group Limited's commitment to safeguarding children, young people, and adults at risk of abuse. It summarises the procedures and arrangements in place to meet our responsibilities for safeguarding these vulnerable groups.

Policy Statement

Speciality Security Investigation Group Limited provides various services and facilities to the community. Due to the nature of these services, employees (whether permanent, temporary, or contracted) may come into contact with children, young people, their families, and adults at risk of abuse across different settings. Speciality Security Investigation Group Limited recognises its corporate responsibility for safeguarding these individuals and acknowledges that employees play a crucial role in identifying and reporting safeguarding concerns.

This policy aims to ensure that in performing its duties, Speciality Security Investigation Group Limited maintains the welfare of children, young people, and adults at risk of abuse as a top priority. It sets out the responsibilities of all employees regarding safeguarding and details the procedures for reporting and documenting concerns.

Scope

This policy applies to all services and activities carried out by Speciality Security Investigation Group Limited, covering:

- Employees/workers
- Partners, contractors, and volunteers involved in our services

Principles

Speciality Security Investigation Group Limited is committed to ensuring that any child, young person, or adult at risk of abuse who comes into contact with us feels safe, protected, and valued, with their views being considered.

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While it is not the responsibility of Speciality Security Investigation Group Limited to investigate allegations of abuse, all employees should be able to identify the signs of abuse and take action by referring concerns to the relevant authority, while accurately documenting these concerns. Employees are expected to cooperate with Safeguarding Boards when making referrals. Speciality Security Investigation Group Limited is committed to ensuring that employees understand the referral criteria and that any concerns raised are addressed.

We aim to ensure the suitability of all employees working with children, young people, and adults at risk of abuse through thorough recruitment processes, relevant training, and other effective practices.

All employees must understand their duty to report any concerns regarding the welfare of children, young people, or adults at risk of abuse to their line manager or the designated safeguarding officer. The designated safeguarding officer is the Managing Director.

Recruitment and Selection

The “Disclosure and Barring Service” is used to perform criminal record checks for roles that meet the definition of regular activity, to ensure that relevant information is considered when assessing a potential employee’s suitability for the position.

Training and Awareness

All employees must receive appropriate information and/or training to understand their role in recognising, comprehending, and safeguarding children and adults in line with their area of work. Employees should undertake refresher training every three years.

Confidentiality

It is important to recognise that, in safeguarding matters, confidentiality considerations may be overridden by the need to protect a child or adult from harm. Employees cannot promise absolute confidentiality or guarantee that information will not be shared with the relevant agencies.

The government is committed to effective information sharing between organisations to protect vulnerable groups. In March 2015, the government issued guidance ‘Working Together to Safeguard Children’, which states that fears about sharing information must not impede the need to protect and promote the welfare of children at risk of abuse or neglect. This extends to vulnerable adults as well.

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Allegations Against Employees, Workers, and Volunteers

In addition to safeguarding the community, employees must also protect themselves by avoiding situations that could leave them vulnerable to allegations.

Any allegations against an employee will be addressed according to Speciality Security Investigation Group Limited's Disciplinary Policy. Children's Care Services or the police will decide if child protection or criminal investigations are needed.

Photography and Filming

Speciality Security Investigation Group Limited recognises the risks to children and young people from the misuse of photographic images. The increasing use of digital cameras, mobile phones, and video recorders makes it easier to share images instantly and without regulation. To protect children and young people, best practice guidelines are necessary to prevent the inappropriate use of their images.

Information Communication Technology (ICT)

Employees are advised not to email identifiable information regarding a safeguarding referral outside the Speciality Security Investigation Group Limited network. Instead, they should email the Designated Safeguarding Officer to ensure that secure methods are used for such referrals.

Conclusion

This policy acknowledges the diverse services provided by Speciality Security Investigation Group Limited and the responsibility of all employees to act upon safeguarding concerns related to children, young people, and adults at risk of abuse. Employees should be seen as the "eyes and ears" of the community, recognising and referring safeguarding issues.

Speciality Security Investigation Group Limited ensures:

- Procedures are in place to ensure that recruitment processes help identify suitable employees.
- Appropriate training is provided at various levels based on the role.
- Support is available for employees, ensuring they feel confident in making appropriate referrals.



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Equality & Diversity Statement

Speciality Security Investigation Group Limited is committed to eliminating discrimination and promoting equality of opportunity and diversity. We believe everyone is entitled to be treated with dignity and respect, ensuring fair and equitable treatment for both our employees and those using our services.

Additional Advice & Guidance

Employees can seek advice and guidance regarding the Safeguarding Policy from their line managers. Employees are encouraged to request assistance whenever needed.

Review

This policy will be reviewed regularly and no later than three years after its approval. If legislative changes occur, the policy will be updated immediately.