



FRANKLIN HAMMOND
PEOPLE SUPPORT SERVICES

Safeguarding Policy

Introduction

This policy sets out our approach to safeguarding and promoting the welfare of everyone who comes in contact with us and includes all aspects of our work. This policy will be followed by ALL contracted persons, or anyone working with or on behalf of **Franklin Hammond Ltd.**

For the purposes of this policy, a child is a person under the age of 18. This is in accordance with the UN Convention on the Rights of the Child which defines a child as everyone under 18 unless, "under the law applicable to the child, majority is attained earlier" (Office of the High Commissioner for Human Rights, 1989). The UK has ratified this convention.

Our commitment

Franklin Hammond Ltd is committed to protecting from harm all individuals without exception, regardless of age, gender, marital status, family or caring responsibilities, gender identity, ethnicity, disability, sexual orientation, religion or belief, class or social background, political or trade union membership.

Legal framework

This policy has been drawn up on the basis of relevant law and guidance, namely:

- Children Act 1989
- Data Protection Act 2018
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- UN Convention on the Rights of the Child

Purpose

This policy sets out to:

- Protect children, young people, vulnerable adults, and all other individuals from harm;
- Provide staff and volunteers with the principles that guide our approach to safeguarding;
- Set a business culture that prioritises safeguarding, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately

We will aim to keep individuals safe by:

- Providing a safe and trusted environment;
- Providing effective support and training for all staff and volunteers;
- Using safe recruitment best practice, completing any necessary background checks;

- Working together with our network delivery partners and sharing information and best practice with them;
- Sharing concerns with relevant agencies;
- Informing all clients of Franklin Hammond Ltd of this policy

Our safeguarding principles

- **Empowerment:** Ensuring people are supported and confident in making their own decisions and give informed consent
- **Protection:** Providing support and representation for those in greatest need
- **Prevention:** It is crucial to try and take action before harm occurs. Preventing neglect, harm or abuse is the primary objective
- **Proportionality:** We must take a proportionate and least intrusive response to the issue presented
- **Partnerships:** Creating partnerships with local communities can create solutions as they can assist in preventing and detecting abuse
- **Accountability:** Being able to take accountability and have complete transparency in delivering safeguarding practice

This policy relates to the online work we do with individuals, schools and businesses. The majority of our work with young people is conducted on school premises, and we hereby declare that we will follow and comply with the safeguarding policies and procedures in place at each individual location, reporting any concerns to the relevant designated safeguarding leads as appropriate.

The same applies if we are working at any premises that has a safeguarding policy in place.