



## Safeguarding Statement

The Company believes that a child or young person should never experience abuse of any kind. We have a duty of care to promote the welfare of all children and young people and to keep them safe. We are committed to work in a way that protects them by adhering to legal and best practice requirements and promoting a strong safeguarding culture. The welfare of the child or young person is paramount, as enshrined in the Children Act 1989. We recognise that all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse. Some children are additionally vulnerable because of their level of dependency or their communication needs.

Visits to the Company's premises or to schools and any other interaction with children and young people are organised with Haberdashers' schools and as such, the relevant schools will put in place appropriate safeguarding procedures and risk assessments to ensure compliance with statutory guidance issued to schools.

### **We will seek to keep children and young people safe by:**

- valuing, listening to and respecting them
- adopting safeguarding practices through procedures and a code of conduct for staff and other representatives of the Company with clear consequences for any breach of the code
- providing supervision, support and training as appropriate for an individual's role and contact with children or young people to ensure that everyone understands their roles and responsibilities in relation to safeguarding and are aware of the Company's safeguarding statement and code of conduct
- recruiting those who will have direct contact with children safely, ensuring appropriate checks are carried out where an individual is eligible for such checks
- working in partnership with schools to implement special measures or any actions identified as required by a risk assessment prior to school visits
- dealing and recording any concerns (including any low-level concerns such as poor practice) or allegations of abuse seriously and responding appropriately, reporting them in accordance with the code of conduct.
- having a named person that schools can contact should they have any concerns about a member of staff or other representative of the Company during or following a visit
- ensuring that any safeguarding concerns are recorded in line with the Company's data protection policies and procedures and that confidential, detailed and accurate records are kept, maintained and securely stored.
- Make sure children and young people and their parents or carers know how to raise any concerns with the Company by putting in place a complaints procedure.

This safeguarding statement will be reviewed annually.

This statement was last reviewed on: Nov 2023