



Metro Rod Ltd Safeguarding Policy

Metro Rod Ltd. is committed to delivering services and projects to our clients in a responsible and ethical manner.

As part of this commitment, we take the issue of safeguarding very seriously; the safeguarding of children, young people and vulnerable adults, who may directly or indirectly use or be affected by our services is a key priority.

Scope

This policy applies to all staff, including senior managers, and the board of Trustees, paid staff, volunteers, temporary workers, and any other staff employed by Metro Rod Ltd, or its Franchisees within our network.

Purpose

- To protect children, young people and vulnerable adults who may receive Metro Rod's services and come into contact with our employees or associates. This includes but is not limited to children of adults who use our services;
- To provide our staff and Franchisees with the overarching principles that guide our approach to safeguarding and child protection;

Our policy

- Metro Rod Ltd believes that no-one should ever experience harm or abuse of any kind. We believe that we have a particular responsibility to promote the welfare of children, young people and vulnerable adults, and to keep them safe when we are carrying out our duties and responsibilities at work;
- We are committed to ensuring that we practice our work in a way which protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, young people and vulnerable adults;

- Children's Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special Educational Needs (SEND) code of practice

Related Policies

- Recruitment Policy
- Reference Policy
- DBS Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Environmental Policy
- Modern Slavery Policy
- Whistleblowing Policy

We acknowledge that:

- The safety, health and welfare of children, young people and vulnerable groups is paramount;
- All have the right of equal protection under the law, irrespective of any protected characteristics;



We will seek to keep them safe by:

- Valuing them and listening to them and their carers as appropriate;
- Appointing a Designated Safeguarding Officer;
- Ensuring that any activities which might affect this group, are risk assessed before commencement;
- Promoting this policy widely across all our staff and networks;
- Ensuring that we provide a safe environment for this group, when we are carrying out our duties;
- Taking seriously any allegations of harm or abuse and investigating them thoroughly and in a timely manner;
- Using our internal procedures to their fullest extent if allegations of abuse are upheld;
- Seeking to escalate any upheld allegations of harm or abuse to criminal proceedings and the fullest extent of the law.

Contact details

- Designated Safeguarding Officer
 - Steve Murray (designate):
 - Steve.murray@metrorod.co.uk
 - 07814 776892

**Signed on behalf of Peter Molloy, Managing Director
September 2017**

Next Review Date:

September 2019

This policy is maintained by Metro Rod Ltd's SHEQ and HR departments and will be publicised throughout the company on noticeboards, internal intranet facilities and made available to external parties on request.