

<p>Tatry Group Ltd Safeguarding Policy</p>
--

### **1. Safeguarding Policy Statement**

Tatry Group makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe. Tatry Group comes into contact with children, young people and vulnerable adults through cleaning activities.

The Safeguarding Policy seeks to ensure that Tatry Group undertakes its responsibilities with regard to protection of children, young people and vulnerable adults and will respond to concerns appropriately. The policy establishes a framework to support staff in their practices and clarifies the organisation's expectations.

We will take every reasonable step to ensure that children, young people and vulnerable adults are protected where our staff and associates are involved in the delivery of our work. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

The definition of 'child' or 'young person' relates to anyone under the age of 18, and also to those above the age of 18 who are vulnerable for reasons of mental and physical ability.

### **2. Scope**

Tatry Group is committed to creating and maintaining the safest possible environment for children, young people and vulnerable adults involved in any of its activities. We recognise their unique status and seek to ensure that they are respectfully treated as individuals. All workers within the company, accept that the welfare of the children, young people and vulnerable adults is paramount.

### **3. Aims and objectives**

Tatry Group will take every reasonable step to ensure that children, young people and vulnerable adults are protected where:

- our own staff are directly involved in a project or programme.
- we broker the relationship between a school/ young person's setting/community venue and an associate/ organisation.
- we contract an associate/organisation to work with a school/ young people's/community setting.
- we work in partnership with another organisation or agency.

We will endeavour to safeguard children, young people and vulnerable adults by:

- valuing them, listening to and respecting them.
- adopting this policy and adhering to our associated procedures and code of conduct for staff.
- recruiting all staff and associates safely by ensuring that all the necessary List 99 and The Disclosure and Barring Service (DBS) checks are made.
- providing effective management of staff and associates through supervision, support and training.

### **4. Responsibilities**

All staff have responsibility to follow the guidance laid out in this policy and related policies, and to pass on any welfare concerns using the required procedures. We expect all staff to promote good practice by being an excellent role model, contribute to discussions about safeguarding and to positively involve people in developing safe practices.

### **5. Monitoring**

All managers will be responsible for regularly reviewing client sites and implementing or removing the lone worker policy as and when appropriate.

## **6. Non-Compliance**

Any employee found to be breaching this policy will be treated in line with the Company's usual disciplinary procedure. Breaches of this policy could result in disciplinary action up to, and including, dismissal.

## **7. Review**

The Managing Director undertakes to periodically review this policy in light of current and planned future activities, on an annual basis, and more frequently when legislation or industry best practice dictates.

This policy has been approved & authorised by:

**Name:** Jonathan Sisk

**Position:** Managing Director

**Date:** 22/01/2024

**Signature:** 

