



Mitre Construction

External & Internal Refurbishment Specialists

COMPANY POLICY **SAFEGUARDING POLICY**

This policy applies to all staff and anyone working on behalf of Mitre Construction Company Ltd.

The purpose of this policy is:

- to protect children and vulnerable adults who are present at any of the sites where we carry out work
- to provide staff with the principles that guide our approach to safeguarding and the protection of children and vulnerable adults

Mitre Construction Company Ltd believes that a child or vulnerable adult should never experience abuse of any kind. We have a responsibility to promote the welfare of all vulnerable groups and to keep them safe. We are committed to practice in a way that protects them.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect such groups, namely:

- Children Act 1989 (as amended)
- United Convention of the Rights of the Child 1991
- Data Protection Act 2018
- 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

- Care Act 2014
- Mental Capacity Act 2005
- Special Educational needs and disability (SEND) code of practice: 0 to 25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014
- Working together to safeguarding children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

This Policy Should be Read Alongside Our Policies and Procedures on:

- Recruitment, induction and training
- Complaint
- Whistleblowing
- Health & Safety
- Training, supervision and support, including the DBS enhanced checking for all staff
- Lone working policy and procedure
- Quality Assurance

We Recognise That:

- the welfare of the child or vulnerable adult is paramount, as enshrined in the Children Act 1989
- all children and vulnerable adults, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse
- some children or vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

We Will Seek to Keep Children and Vulnerable Adults Safe by:

- providing effective management for staff through supervision, support, training and quality assurance measures

- recruiting staff safely, ensuring all necessary checks are made and by providing our own enhanced DBS checks
- using procedures to manage any allegations against staff appropriately
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for the children and vulnerable adults and staff by applying health and safety measures in accordance with the law and regulatory guidance

Contact Details

Designated Safeguarding Officer (DSO)

Tina Salmon

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Deputy DSO

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We are committed to reviewing our policy and good practice annually

On behalf of Mitre Construction Company Limited

Tina Salmon

Director

Mitre Construction Company Limited

9th June 2025