**Safeguarding Children, Young People and Vulnerable Adults**

Chestnut Infrastructure Ltd believes that it is always unacceptable for a child or young person to experience abuse of any kind and recognises its responsibility to safeguard and promote the welfare of all children and young people, through a commitment to practice which protects them.

We recognise that:

* The welfare of the child/young person is paramount
* All children, regardless of age, ability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from all types of harm or abuse
* Working in partnership with children, young people, and parents, carers and other agencies is essential in promoting young people’s welfare

We will seek to safeguard children and young people by:

* Valuing them, listening to and respecting them;
* Adopting child protection guidelines through our procedures and a code of conduct for staff;
* Sharing information about child protection and good practice with staff;
* Sharing information about concerns with agencies who need to know;
* Providing effective management to staff through supervision, support and training.
* Ensuring appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
* Ensuring that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
* Preventing the employment/deployment of unsuitable individuals
* Ensuring robust safeguarding arrangements and procedures are in operation.

**Responsibilities**

Every member of staff and volunteer working for Chestnut Infrastructure Ltd has a responsibility to safeguard children. We all have a duty to report concerns wherever they arise for instance through our work within schools, with regard to the behaviour or practice of staff, volunteers, other organisations or individuals.

**Every member of staff needs to have read and signed our full safeguarding policy and procedures.**

**Key areas covered in our policy include:**

* Importance of taking any concerns or allegations seriously and never keeping any concerns to yourself
* Clearly detailing roles and responsibilities for safeguarding
* Everyone understanding the need to discuss, report and record concerns as appropriate
* An explanation of three levels of safeguarding risk: Immediate, Managed and Ongoing concern
* Whistleblowing policies and procedures to deal with concerns about staff or volunteers.

As part of our safeguarding policy, Chestnut Infrastructure Ltd will:

* Promote and prioritise the safety and wellbeing of children and young people
* Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people

**Monitoring and review**

Our policy will be reviewed every two years or in response to changes in legislation and/or government guidance or significant internal changes.

(External – Next review April 2024)