



Thames & Newcastle Limited

Safeguarding Policy

Approved by: Stanley Leask

Job Role: Director

Signed: *Stanley Leask*

Date:

This policy must be reviewed by the following date: Apr 15, 2026

Company Name:	Thames & Newcastle Limited
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Review Date:	Apr 15, 2026

Safeguarding

Safeguarding means protecting a individuals health, wellbeing and human rights; enabling them to live free from harm, abuse and neglect. Safeguarding children, young people and adults is a collective responsibility

We acknowledge our responsibility to safeguard and promote the welfare of children and vulnerable adults which are in any way effected by our working operations. We are committed to ensuring suitable and sufficient safeguarding practices in line with legal requirements, government guidance, best practice and regulatory body requirements.

It is our policy to implement the 6 principles of Safeguarding within our working operations

1. Empowerment - Ensure people being supported and encouraged to make their own decisions and informed consent

2. Prevention - Take action before harm occurs.

3. Proportionality - Take the least intrusive response appropriate to the risk presented.

4. Protection - Support and represent those in greatest need.

5. Partnership - Seek local solutions through services working with their communities.

6. Accountability - Accountability and transparency for everyone in regards to safeguarding practice.

It is company policy to;

- Promote the safeguarding and wellbeing of children and vulnerable adults
- Ensure that everyone in our employment understands their duty in regards to Safeguarding and is competent to deal with the situations they may face
- Ensure that everyone in our employment has had a suitable DBS check if they are coming in to contact with children or vulnerable adults
- Communicate and co-operate with the designated Safeguarding lead on site to ensure that our operations do not effect those who are in the vicinity of our works so far as reasonably practicable.
- Ensure that records are kept where required and that sensitive data is stored in line with GDPR and Safeguarding requirements
- Report and act on any Safeguarding concerns
- Pro-actively monitor our Safeguarding efficiency are seek improvements where required
- Remain up to date with legislation, regulation and guidance

This company policy will be widely promoted and the arrangements within are mandatory to all workers in our

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employment. Failure to comply with this policy may result disciplinary action/dismissal from the organisation

Definitions

Safeguarding Adults

The Care Act defines Adult Safeguarding as

Protecting an adult’s right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult’s wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances

Persons at Higher Risk can include

- People with care and support needs, such as older people or people with disabilities, are more likely to be abused or neglected. They may be seen as an easy target and may be less likely to identify abuse themselves or to report it.
- People with communication difficulties can be particularly at risk because they may not be able to alert others.

Safeguarding Children

Safeguarding children has been defined as:

The protection of children from maltreatment. Preventing impairment of children’s health or development and ensuring that children are growing up in circumstances consistent with the provision of safe and effective care. Safeguarding also means taking action to enable all children to have the best outcomes

Child Safeguarding is focused on preventative actions to ensure that all children are protected from deliberate or unintentional acts the lead to the risk of or actual harm.

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