



Safeguarding Code of Conduct 2019-2020

POLICY No. SE_H&S_102

Prepared by Mark Fry 28 March 2019

For staff, workers and volunteers (June 2016)

In its simplest form, 'safeguarding' can be defined as 'keeping children, young people and adults at risk, safe from harm'.

At Springall Equestrian we believe that all staff, workers and volunteers share responsibility for safeguarding and promoting the welfare of children, young people and adults at risk. The Safeguarding Code of Conduct below sets out what is required.

As a member of staff, this Safeguarding Code of Conduct forms part of your contract of employment. As a volunteer, agency or other worker it forms part of the agreement for your role. Everyone working at Springall Equestrian, whether in a paid or unpaid role is expected to adhere to this Code and you will be asked to sign and return it as acceptance of your commitment to it. You may also be required to undertake training in safeguarding and discuss this code with the CSO.

The Safeguarding Code of Conduct:

- Makes clear what is required of all staff, workers and volunteers;
- Supports staff, workers and volunteers in meeting their obligations;
- Enables staff, workers and volunteers to raise concerns without fear of reprimand;
- Reduces the risk of misplaced or malicious allegations by clarifying responsibilities.

Staff, workers and volunteers must abide by the following:

- Report any incidents or concerns that cause you to believe that a child, young person or adult at risk is, or is likely to be, at risk of harm. This includes a requirement under the Prevent duty to report if you suspect that a child or adult at risk may be under the influence of radicalisation or extremism.
- Springall Equestrian will support any staff member, worker or volunteer who raises a legitimate concern about the actions of others;
- Refer to Springall Equestrian Whistleblowing Policy/Procedure if you feel an incident or concern cannot be reported to the CSO.
- Disclose any criminal record, caution, reprimand or warning whether received prior to or during the course of your work or volunteering for Springall Equestrian. For the avoidance of doubt, this requirement is in addition to any other published requirement for disclosure as part of your work or volunteering;
- inform the CSO of any ongoing or past child protection investigation(s) that have involved you, including any that you are aware of that relate to your own immediate family or any person that you are in a significant relationship with e.g. family members, partners, individuals who live in the same household;
- Inform the CSO of anyone living in your household or at your address who becomes disqualified from working with children e.g. as a result of offences against a child, against an adult e.g. rape, murder indecent assault, actual bodily harm etc. (this is a legal requirement to staff in England and Wales working in early years provision, later years provision up to 8 years and in the management of such early or later years provision).

Signed

Name

Date

.....

.....

.....

CSO Signature

Date

.....

.....