

## **NLO Safeguarding Policy (July 2019)**

### **1 Introduction**

- 1.1 The care and protection of children, young people and vulnerable adults who are on occasion involved with the NLO is given the highest level of importance. We promote a safe place for all our people at all times.
- 1.2 This policy makes six overarching policy commitments:
- To promote a safer environment and culture
  - To support all those with any responsibility related to children, young people, and vulnerable adults
  - To respond promptly to every safeguarding concern or allegation
  - To offer care to victims/survivors of abuse and other affected persons
  - To offer care to those who are the subject of concerns or allegations of abuse and other affected persons
  - To respond to those who may pose a present risk to others.

### **2 Safeguarding Policy Statement**

- 2.1 We are committed to safeguarding as an integral part of the work of the NLO. Safeguarding means the action the NLO takes to promote a safer culture and ensure that those who work and volunteer with the NLO are kept safe. As such, we will promote the welfare of children, young people and adults, work to prevent abuse from occurring, seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.
- 2.2 We recognise the personal dignity and rights of all children, young people and adults, as enshrined in the Human Rights Act 1998 and the 1989 United Nations Convention on the Rights of the Child. Safeguarding work is undertaken within a legislative framework supported by government guidance which sets out a range of safeguarding duties, responsibilities and best practice to which we will adhere.

### **3 Core Principles**

The following key principles underpin our approach to safeguarding practice:

- The welfare of the child, young person and vulnerable adult is paramount
- Integrity, respect and listening to all
- Transparency and openness
- Accountability
- Collaboration with the key statutory authorities and other partners
- A commitment to the prevention of abuse
- The active management of risk
- Promoting a culture of vigilance
- A leadership commitment to the importance of safeguarding and promoting the welfare of children, young people and vulnerable adults
- Clear arrangements for support and/or supervision