

Safeguarding Policy

18 August 2021



Policy Application

This Policy applies to all Pellikaan Construction Ltd (Pellikaan) staff and covers our approach to safeguarding children, young people and vulnerable adults we might come across in our business.

We are committed to putting the necessary safeguards in place to protect the above groups.

We also wish to avoid putting staff in a situation where abuse might be alleged, and ensure that our people are aware of exactly what to do, should abuse be suspected.

All staff have a duty to understand their individual duties under the Policy, to ensure compliance and application of best practice.

This Policy also applies to subcontractor staff.

Definitions

Vulnerable adults

A vulnerable adult is a person aged 18 years or over who may be unable to:

- Protect themselves from harm, abuse or exploitation
- Speak out for themselves
- Take care of themselves.

They may be vulnerable due to being old and frail, having a mental health problem or disability or sensory impairment or having some form of illness. However, we do not assume that they are vulnerable to abuse or unable to safeguard their own interests and wellbeing simply through age or disability.

We recognise our responsibility to ensure the safety and wellbeing of these people and to have clear guidelines on our procedures.

Children and young people

Being a child or young person (anyone between 0 and 18 years old) makes them vulnerable to abuse or neglect by adults.

Abuse or neglect of a child or young person is caused by inflicting harm, or by failing to act to prevent harm. Children and young people may be abused or neglected in a family or in an institutional or community setting, by those known to them or more rarely by a stranger.

Abuse may be physical, emotional, or sexual in nature or through neglect.

- **Physical Abuse:** Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or young person. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill-health to, a child or young person whom they are looking after. This situation is commonly described using terms such as fabricated illness by proxy or Munchausen's Syndrome by proxy.

- **Emotional Abuse:** Emotional abuse is the persistent emotional ill-treatment of a child or young person such as to cause severe and persistent adverse effects on their emotional development. It may involve conveying to children or young people that they are worthless or unloved, inadequate, or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on them. It may involve causing children or young people frequently to feel frightened or in danger, or their exploitation or corruption. Some level of emotional abuse is involved in all types of ill-treatment of a child or young person, though it may occur alone.
- **Sexual Abuse:** Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not they are aware of what is happening. The activities may involve physical contact, including penetrative (such as rape or buggery) or non-penetrative acts. They may include non-contact activities, such as involving children or young people in looking at, or in the production of, pornographic material, or watching sexual activities, or encouraging them to behave in sexually inappropriate ways.
- **Neglect:** Neglect is the persistent failure to meet a child's or young person's basic physical and/or psychological needs, likely to result in the serious impairment of their health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child or young person from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's or young person's basic emotional needs.

Again, we recognise our responsibility to ensure the safety and wellbeing of children and young people and to have clear guidelines on our procedures.

The welfare of a child or young person will always be of paramount importance.

Design considerations

In designing new buildings (such as swimming pools and sports facilities) or refurbishing existing, we will consider - in so far that it is possible to do so - appropriate locations of windows, showers and changing areas - so these do not potentially benefit those who might cause a threat to children, young people and vulnerable adults.

General checks

Where risk assessed as necessary or a particular requirement of the funding client, the Pellikaan Site Manager and other members of the onsite management team (including subcontractors) will be advance CRB checked.

No adverse findings must be in place.

Onsite procedures

These procedures apply in the construction of new buildings or refurbishment of existing buildings.

Staff responsibilities

Onsite staff (including any subcontractor staff) must at all times:

1. Wear appropriate clothing
2. Adhere to the Pellikaan Code of Professional Conduct, including the use of appropriate language and conduct at all times
3. Only use designated access & egress routes onto site
4. Park vans/ own vehicles within designated onsite parking areas
5. Where risk assessed as necessary - lock away mobile phones/ devices which incorporate a camera and/ or video camera in the site cabin whilst onsite
6. Report any suspected breach of this policy to the Site Manager
7. Report any suspected abuse of a child, young person or vulnerable adult immediately to the Site Manager.

Management responsibilities

The Site Manager will:

1. Ensure safeguarding considerations are integrated into health & safety planning and form part of the comprehensive site-specific health & safety risk assessment carried out
2. Ensure that any funding client safeguarding policy or code of conduct/ working practice is followed as applicable and briefed to all onsite staff
3. Ensure complete segregation of the construction site from areas where children, young people, or vulnerable adults are/ might be present – for example, a school in the immediate vicinity of the construction site
4. Maintain an up-to-date list of all construction site staff present, who will sign in and out of site each day
5. Ensure that deliveries to site are made only to the segregated site compound and appropriately supervised
6. Report any suspected breach of the Pellikaan Safeguarding Policy to the Human Resources Manager – who will investigate all cases thoroughly and inform the Managing Director

7. Report any suspected abuse of a child, young person or vulnerable adult brought to his/ her attention by onsite staff to the Managing Director
8. Incorporate reminders on safeguarding responsibilities into onsite Toolbox Talks.

The Managing Director will:

In cases where a member of staff/ member of subcontractor staff breaches the Safeguarding Policy:

1. Ensure that any necessary disciplinary action is taken, which may result in dismissal
2. Report subcontractor staff who breach the policy to their Operations or Managing Director and request such staff to be removed from site
3. Liaise with third parties where this is necessary – (e.g. funding client, Local Authority Social Services, the Police).

In cases where suspected abuse of a child, young person or vulnerable adult is reported:

1. Immediately liaise with the funding client/ Local Authority Social Services/ Police as required
2. Cooperate fully with requests for further information from the funding client/ Local Authority Social Services/ Police.

Immediate action to ensure safety

Immediate action may be necessary to ensure the safety of a child, young person or vulnerable adult.

IN SUCH CASES, IT IS VITAL TO TAKE THE FOLLOWING ACTION:

- If emergency medical attention is required, this can be secured by calling an ambulance (dial 999)
- If a child, young person or vulnerable adult is in immediate danger, the Police should be contacted (dial 999).

Awareness and training

Our policy is to train all staff comprehensively in the understanding and application of our approach to safeguarding.

This starts with induction upon joining the business and continues through periodic refresher training and further training when this policy is updated - to reflect either new applicable legislation or application of new good practice.

As detailed above, ongoing awareness of safeguarding obligations is also achieved through onsite Toolbox Talks.

Our Human Resources Department carries responsibility for training activity.

Policy review and authorisation

This Policy will be reviewed regularly and at least annually to ensure compliance and application of best practice.

Ownership of the Policy sits with the Managing Director and is signed as such below. The Managing Director carries responsibility for ensuring full policy implementation.

Signed:



Date: 18 August 2021

Name:

Gert-Jan Peeters

Designation:

Managing Director

