



Safeguarding Policy

Policy Statement

At The Seeds of Change Ltd, we are committed to safeguarding and promoting the welfare, safety, and well-being of all children, young people, and vulnerable adults who engage with our services. We believe that no child or vulnerable person should experience abuse of any kind, and we are committed to practices that protect them.

This policy applies to all staff, volunteers, contractors, and visitors working on behalf of or with The Seeds of Change Ltd.

Designated Safeguarding Lead (DSL)

- Name: Vickie Wright
- Position: Designated Safeguarding Lead (DSL)
- Email: vickie@tsocequine.co.uk
- Phone: 01604 781544

In Vickie's absence, a Deputy DSL will be appointed to ensure continuity of safeguarding responsibilities.

Aims of the Policy

- To provide clear direction to staff and stakeholders about how to respond to safeguarding concerns.
- To create a safe and nurturing environment where children and young people feel secure and listened to.
- To ensure robust systems are in place for identifying, reporting, and responding to suspected cases of abuse or neglect.
- To meet all statutory safeguarding requirements, including those set out in Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children.

Definitions

Safeguarding refers to the action taken to promote the welfare of children and protect them from harm.

Child Protection is a part of safeguarding and refers to activities undertaken to prevent children suffering, or being likely to suffer, significant harm.

Key Principles

- The welfare of the child is paramount.
- All children, regardless of age, gender, disability, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from harm.
- All staff have a duty of care to act if they have a concern about a child.
- Partnerships with children, parents, carers, and external agencies are essential to effective safeguarding.

Responsibilities

Designated Safeguarding Lead (DSL):

- Act as the first point of contact for safeguarding concerns.
- Maintain accurate, confidential, and secure safeguarding records.
- Liaise with external agencies including Local Authority Designated Officer (LADO), children's social care, and the police.
- Ensure staff receive appropriate safeguarding training.
- Ensure safeguarding policies are implemented and reviewed regularly.

All Staff:

- Attend regular safeguarding training.
- Be alert to the signs of abuse and neglect.
- Know how to report a safeguarding concern.
- Act in a timely and appropriate way to safeguard children.

Types of Abuse

Staff must be familiar with the definitions and indicators of abuse, including but not limited to:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Child-on-child abuse (including bullying, sexual harassment, and exploitation)
- Online abuse
- County lines and exploitation



Reporting a Concern

- Any concerns must be reported immediately to the DSL, Vickie Wright.
- In her absence, concerns must be escalated to the Deputy DSL or senior manager.
- All disclosures or concerns must be recorded factually and securely.
- If a child is in immediate danger, contact emergency services (999) and inform the DSL as soon as it is safe to do so.

Confidentiality

All safeguarding concerns will be handled in accordance with GDPR and relevant confidentiality legislation. Information will be shared on a need-to-know basis in line with statutory guidance.

Safer Recruitment

The Seeds of Change Ltd is committed to safe recruitment practices and ensures that:

- All staff undergo an enhanced DBS check.
- References are obtained and verified.
- Gaps in employment history are explored.
- Staff receive safeguarding induction and ongoing training.

Training

- All staff will undertake Level 1 Safeguarding training as a minimum.
- The DSL and Deputy DSL(s) will undertake formal DSL training (Level 3 or equivalent) every two years.
- Safeguarding knowledge and procedures will be refreshed regularly via briefings and updates.



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