



SAFEGUARDING POLICY STATEMENT



P600 MOUNTAINEERING - SAFEGUARDING STATEMENT

Regardless of their role, all staff have a duty to keep young people and vulnerable adults safe and to protect them from sexual, physical, and emotional harm. We believe that **P600 Mountaineering** should provide a positive, caring, safe environment which promotes the social, physical, and moral development of the individual child or vulnerable adult.

The Children Act 2004, The Protection of Children Act 1999 and the Safeguarding Vulnerable Groups Act 2006, all place a duty on organisations to safeguard and promote the well-being of children and young people. This includes the need to ensure that all adults who work with or on behalf of children and young people are competent, confident, and safe to do so.

It is important that everyone who works with children and young people understands that the nature of their work and the related responsibilities place them in a position of trust.

Set out below is the **P600 Mountaineering** Safeguarding Policy.

P600 MOUNTAINEERING - SAFEGUARDING POLICY

It is the policy of the **P600 Mountaineering** to safeguard children, young people and vulnerable adults taking part in the activities the company provides from physical, sexual, or emotional harm. **P600 Mountaineering** will take all reasonable steps to ensure that, through appropriate procedures and training, children participating in outdoor activities with the company do so in a safe environment. We recognise that the safety and welfare of the children and vulnerable adults are paramount and that all children or vulnerable adults whatever their age, gender, disability, culture, ethnic origin, colour, religion or belief, social status or sexual identity, have a right to protection from abuse.

P600 Mountaineering actively seeks to:

- Create a safe and welcoming environment where children and vulnerable adults can have fun and develop their skills and confidence.
- Recognise that safeguarding children and vulnerable adults is the responsibility of everyone, not just those who work with children.
- Ensure that all training and outdoor activities are run to the highest possible safety standards.
- Be prepared to review its ways of working to incorporate best practice.

P600 Mountaineering will:

- Treat all children and vulnerable adults with respect and celebrate their achievements.
- Carefully recruit and select all employees, contractors, and volunteers.
- Respond swiftly and appropriately to all complaints and concerns about poor practice or suspected or actual abuse.

This policy relates to all employees, contractors and volunteers who work with children or vulnerable adults in the course of their duties with **P600 Mountaineering**. The policy will be reviewed biennially. All relevant concerns, allegations, complaints, and their outcome should be notified to the **P600 Mountaineering** Safeguarding Co-ordinator who is **Lee Campbell**.

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P600 Mountaineering as an organisation that works extensively with young people, recognise the need of a policy that not only provides a safe environment that young people enjoy but also protects those working with young people and vulnerable adults.

The following conditions are a mandatory part of employment when **P600 Mountaineering** recruits:

- All new applicants will be interviewed and assessed working with groups.
- All applicants must provide at least two references, either from school or work-related posts.
- All applicants must be prepared to be reference checked and have a current DBS Enhanced Certificate.

Staff will be expected to abide by the following, not only for their safety but also for that of the young person or vulnerable adult taking part in activities or training with **P600 Mountaineering**:

- Staff will not use offensive, racist, or sexist language or display offensive, racist, or sexist behaviour whilst on duty.
- Staff will not enter the changing area when young persons or vulnerable adult are preparing for activity unless another member of staff accompanies them.
- Staff, whilst checking clothing or equipment, which a young person or vulnerable adult is wearing, will only check such equipment when other people are present and when necessary to do so.
- Staff will never be alone with a young person or vulnerable adult at any time out of the public eye.
- Staff will report any contact from a young person or vulnerable adult that he / she considers places any member of staff at risk from complaint.
- Staff have a duty to pass information to higher authority if they suspect abuse, either sexual, emotional or neglect of a young person or vulnerable adult by any person; or the young person or vulnerable adult has or is in the process of committing an offence.
- Any staff that suspects that other staff are not adhering to the policy must report the matter to the Child Protection Co-ordinator.
- If a disclosure is made, then the young person or vulnerable adult **MUST** be informed that the disclosure will be passed on to the Child Protection Co-ordinator and the appropriate action taken which may result in Social Services or the Probation Services being contacted.

All staff should adopt the following methods of working with **P600 Mountaineering**:

1. Demonstrate, at all times integrity and respect for all.
2. Display high standards of behaviour.
3. Make sure all participants are aware of the necessary rules, organisation, and safety relevant to the activity
4. Be aware of the emotional, physical, and intellectual development of young people and vulnerable adults.
5. Promote fair play and the positive aspects of sport and physical activity.
6. Inform all participants, parents, or guardians who to approach if they have a complaint or other concern relating to the organisation.