

Halo Leisure Services

Safeguarding Policy

As a provider of leisure activities Halo has a duty of care to safeguard and promote the welfare of children and vulnerable adults. This document states Halo's policy on safeguarding and describes the arrangements for carrying out the policy.

Halo upholds the principle that the welfare of all children and vulnerable adults is paramount and regardless of their age, culture, disability, gender, language, racial origin, religious belief and sexual identity have the right of protection from abuse.

Everyone in Halo has a duty to raise concerns through "Notice, Check, Share" about behaviour of colleagues, volunteers, managers and others, which may be harmful to those in their care, without prejudice to their own position. The safeguarding policy and procedure applies to all those working for Halo, whether paid or unpaid.

The Halo board of Trustees will ensure that the Safeguarding Policy is reviewed on a regular basis and that performance / compliance of procedures is reviewed on a regular basis.

Halo's safeguarding procedures are intended to:

- Offer safeguards to the children and vulnerable adults with whom we work with and to our colleagues and volunteers.
- Help to maintain professionalism and high standards of practice and give confidence to our employees and customers.

To meet our safeguarding responsibilities Halo will:

- Appoint a designated lead safeguarding officer who will oversee the implementation of the policy.
- Recruit employees safely, ensuring all reasonable steps are taken and checks are made, in line with best practice recruitment and vetting procedures.
- Provide a code of conduct for staff and volunteers to promote best practice.
- Train and supervise all staff to adopt best practice to safeguard and protect children against abuse, and themselves against allegations being made against them.
- Take all suspicions and/or allegations of abuse or risk seriously, and respond to these swiftly and appropriately.
- Share information about concerns with relevant agencies that have a legal duty to act, involving parents/carers and children where appropriate.
- Provide wellbeing support to Halo colleagues where necessary following their involvement in a safeguarding matter.
- Store information and correspondence relating to safeguarding matters securely.
- Ensure that all hirers, including clubs, have relevant safeguarding measures in place and are aware of Halo safeguarding policy and procedures.




CHIEF EXECUTIVE


CHAIRMAN OF THE BOARD