



SAFEGUARDING POLICY STATEMENT

Person(s) Responsible:	Rod Jarman
Date of Review:	October 2022
Date of Next Review:	2024 reviewed – Parm Sandhu
Next Review	2026
Reviewed	17 th May 2026 Parm Sandhu
Next Review	2028

Summary:

All employees, associates and directors have a duty to safeguard children, young people and vulnerable adults. LPC expects all staff, directors and associates to share the responsibility of safeguarding.

POLICY STATEMENT

The purpose of this policy is to provide protection for children and young people who participate in any of our services and training. The policy is also in place to provide our staff and all associates with guidance on procedures they should adopt in the event that they suspect any children or young people may be experiencing or at risk of harm.

OUR COMMITMENT

Rod Jarman Associates Ltd trading as the London Policing College (LPC) is committed to safeguarding all children, young people and vulnerable adults that come into contact with our work. LPC believe that all children, young people and vulnerable adults have an equal right to protection from abuse, regardless of their age, race, religion, ability, gender, language, background or sexual identity and consider the welfare of the child/ young person / vulnerable adult is paramount.

The London Policing College is committed to ensuring safe environments for children and young people. We recognise our responsibility to safeguard the welfare of all children, young people and vulnerable adults during the delivery of our services and are committed to recommend best practice to our staff and associates which will protect them. We believe it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind.

We will take every reasonable step to ensure that children, young people and vulnerable adults are protected where our staff and associates are involved in the delivery of our work. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

We enable all our staff and those who work with us to make informed and confident decisions regarding safeguarding. We expect everyone (staff, board, associates, volunteers and anyone working on behalf of the Company) to have read, understood and adhere to this policy and related procedures.

AIMS

LPC recognises that:

- the welfare of the child/young person is paramount
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse

LPC will take every reasonable step to ensure that children, young people and vulnerable adults are protected where:

- our own staff are directly involved in a project or programme.
- we contract an associate to work with a school/ young people's/ community setting.

- we work in partnership with another organisation or agency.

We will endeavour to safeguard children, young people and vulnerable adults by:

- valuing them, listening to and respecting them.
- ensuring all employees and associates who work with children and young people have the necessary checks and safeguards in place.
- ensuring any associates who work with children and young people share the necessary information about child protection and safe working practice with delegates
- sharing concerns with agencies who need to know involving children, school staff, community workers, carers and parents appropriately.
- providing effective management of staff and associates through supervision, support and training.

RESPONSIBILITIES OF MANAGEMENT

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Director of LPC. Directors will ensure that they and their staff operate within this policy and arrangements. This policy will form part of the Staff and Associate Handbook.

It is not the role of the Director to decide whether abuse has taken place or not. The responsibility of the Director is to ensure that concerns are shared and appropriate action taken.

RESPONDING TO ALLEGATIONS OR SUSPICIONS OF ABUSE

If a member of staff / associate has any reason to suspect that a child, young person or vulnerable adult is being subjected to physical, emotional or sexual abuse or neglect, then these steps must be followed:

- report the matter to the Director
- the Director will assess the nature of the suspicions or the disclosure.
- the Director will consult the relevant Officer at the venue involved or contact social services.
- LPC staff must not attempt to investigate the matter themselves. This is the responsibility of social services and / or the police.
- if an allegation is made against a member of LPC staff or an LPC associate, LPC will act swiftly and there will either be a criminal investigation, a child protection investigation and/or a disciplinary or misconduct investigation.

WHISTLE BLOWING

All staff, associates and volunteers are assured that they can disclose confidential information relating to unacceptable behaviour by other members of staff/associates.

RESPONSIBILITIES OF STAFF & VOLUNTEERS

All members of staff are asked to comply with the policy and arrangements as set out above. It is the responsibility of staff and associates working with children, young people and vulnerable adults to pro-actively make themselves familiar with the organisations Safeguarding or Child Protection Policy and ensure that they are working within the guidelines of the organisation's policy.