**Child Protection and Safeguarding Policy**

The purpose of this policy is to protect all individuals involved with our activity programmes. This policy applies to all volunteers, staff and trustees working on behalf of Heath Hands.

Our policy is Heath Hands does not endorse any form of discriminatory practice. We believe that nobody should experience abuse of any kind. Our organisation has a responsibility to promote welfare and keep everyone involved with Heath Hands safe. We believe that all individuals regardless of age, disability, gender, ethnicity, religion, sexual orientation, status or identity have the right to protection from harm, abuse or exploitation.

Heath Hands acknowledges that some children or vulnerable and protected adults, including those who are disabled, can be especially vulnerable to abuse, and we accept responsibility to take reasonable and appropriate steps to ensure their welfare.

Heath Hands will keep individuals safe by:

-valuing, respecting and listening to them

-providing a positive, enjoyable and safe programme of activities

-promoting the safety and wellbeing of individuals involved with our organisation

-ensuring that we provide a safe physical environment for individuals involved in our programmes

-alerting all relevant individuals that they have a responsibility to follow the guidelines set out in this policy

-ensuring an effective complaints procedure is in place

-making it easy for people to contact us with any concerns

-following our Safeguarding Procedures document which gives staff, volunteers and trustees practical steps and techniques to follow during their activities

-working closely with our partner organisations to align our safeguarding procedures

-providing appropriate supervision for all of our activities

-ensuring that all individuals, whether staff or volunteers, complete a Disclosure and Barring Service (DBS) check when required to do so

-providing training on safeguarding to staff, volunteers and trustees where appropriate

-responding seriously to any allegations or suspicions of abuse

-taking appropriate action in the event of an incident

-storing personal information securely

-reflecting best practice guidelines and regulatory requirements

Supporting Documents:

Safeguarding Procedures

Employee and Volunteer Handbooks

Complaints Policy and Procedure

Data Protection Policy

Health and Safety Policy

Equality and Diversity Policy

Risk Register

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