

Chadsfield Training Ltd

Safeguarding Children & Adults at Risk Policy

1.0 Policy Statement

Chadsfield Training Ltd is committed to safeguarding and promoting the welfare of children, young people and adults at risk across all sectors in which we operate, including schools, care homes, supported living services and community settings.

We recognise our responsibility to protect individuals from abuse, neglect, exploitation and harm. Safeguarding is a fundamental part of our professional practice and applies to all staff, trainers, contractors and associates representing the organisation.

2.0 Legislative Framework

This policy is informed by:

- The Care Act 2014
- The Children Act 1989 and 2004
- The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014
- Working Together to Safeguard Children
- Keeping Children Safe in Education (KCSIE)
- The Safeguarding Vulnerable Groups Act 2006

3.0 Scope

This policy applies to:

- All employees
- Freelance trainers and associates
- Contractors
- Trainees representing Chadsfield Training Ltd

It covers all safeguarding matters arising during training delivery in:

- Schools and educational settings
- Care homes
- Supported living services
- Domiciliary care
- Hostels and community environments

4.0 Safeguarding Principles

We uphold the following principles:

- The welfare of children and adults at risk is paramount.
- Safeguarding is everyone's responsibility.
- Concerns must be reported promptly and appropriately.
- We will work in partnership with host organisations and safeguarding authorities.
- All staff will understand reporting pathways and escalation procedures.

For adults, we follow the six safeguarding principles under the Care Act 2014:

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

5.0 Types of Abuse

Abuse may include, but is not limited to:

- Physical abuse
- Sexual abuse
- Emotional or psychological abuse
- Neglect and acts of omission
- Financial abuse
- Discriminatory abuse
- Institutional abuse
- Domestic abuse
- Modern slavery
- Self-neglect (adults)
- Online abuse (children)
- Child exploitation (CSE/CCE)

All staff must remain vigilant to signs and indicators of abuse.

6.0 Responsibilities

All staff and representatives of Chadsfield Training Ltd must:

- Remain alert to safeguarding concerns
- Report concerns immediately
- Follow the safeguarding procedures of the host organisation
- Maintain professional boundaries
- Undertake appropriate safeguarding awareness training

Senior management will:

- Ensure appropriate safeguarding policies are in place
- Maintain safer recruitment practices where applicable
- Support staff in reporting concerns

7.0 Reporting Concerns

If a safeguarding concern arises:

1. Inform the designated safeguarding lead (DSL) within the host organisation immediately.
2. Inform senior management at Chadsfield Training Ltd.
3. Record factual information only.
4. Escalate concerns to the relevant Local Authority Safeguarding Team if necessary.
5. In cases of immediate danger, contact the police.

Chadsfield staff may contact:

Christopher Driver
Managing Director
077350 56213

8.0 Confidentiality

All safeguarding information will be handled confidentially and in accordance with data protection legislation. Information will be shared on a need-to-know basis where safeguarding risk requires it.

9.0 Professional Conduct

All trainers must maintain appropriate professional boundaries at all times. Any allegation against a member of staff will be taken seriously and managed in line with safeguarding procedures.

10.0 Monitoring and Review

This policy will be reviewed annually or sooner in response to legislative updates or organisational change.

Effective Date: 01 January 2026

Review Date: 01 January 2027

Christopher Driver
Managing Director
Chadsfield Training Ltd