

SAFEGUARDING POLICY

A. POLICY STATEMENT:

Eurosafe is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We recognise our responsibility to take all reasonable steps to protect individuals from harm, abuse, neglect, or exploitation in connection with our activities.

Safeguarding is everyone's responsibility, and all employees, contractors, and third parties working on behalf of Eurosafe are expected to uphold this commitment.

B. POLICY OBJECTIVES

The objectives of this policy are to:

- Protect children, young people, and vulnerable adults from harm
- Ensure safeguarding concerns are recognised and responded to appropriately
- Promote a safe, respectful, and professional working environment
- Provide clear guidance on roles, responsibilities, and reporting procedures
- Ensure compliance with relevant UK legislation and guidance

C. DEFINITIONS

- **Child / Young Person:** Any individual under the age of 18.
- **Vulnerable Adult:** An adult who may be at risk due to age, disability, illness, mental health conditions, or other circumstances.
- **Safeguarding:** The action taken to protect individuals' health, wellbeing, and human rights, enabling them to live free from abuse, harm, and neglect.

D. LEGAL & REGULATORY

This policy aligns with relevant UK legislation and guidance, including:

- Children Act 1989 and 2004
- Safeguarding Vulnerable Groups Act 2006
- Care Act 2014
- Working Together to Safeguard Children (HM Government)
- Equality Act 2010
- Data Protection Act 2018 and UK GDPR

E. RISKS & MITIGATIONS

Eurosafe UK recognises that safeguarding risks may arise during activities such as site work, training, apprenticeships, client engagement, or lone working.

Mitigations include:

- Clear codes of conduct and professional boundaries
- Safer recruitment practices, including DBS checks where appropriate
- Induction and ongoing safeguarding awareness training
- Supervision and management oversight
- Clear reporting and escalation procedures

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F. ROLES & RESPONSIBILITIES

Designated Safeguarding Lead (DSL)

Eurosafes UK will appoint a Designated Safeguarding Lead responsible for:

- Receiving and managing safeguarding concerns
- Liaising with external agencies where required
- Ensuring safeguarding procedures are followed
- Maintaining appropriate and confidential records

Designated Safeguarding Lead:

Name: Callie Luck
Role: Internal Operations Manager
Contact: CLuck@eurosafesuk.com
+44 (0) 7949 818 677

Managers

Managers are responsible for:

- Promoting a safeguarding culture
- Ensuring staff understand and follow this policy
- Escalating concerns promptly and appropriately

All Staff, Contractors, and Third Parties

All individuals working for or on behalf of Eurosafes UK must:

- Remain vigilant to safeguarding concerns
- Act professionally and responsibly at all times
- Report concerns immediately in line with this policy

G. CODE OF CONDUCT

All staff and representatives must:

- Treat all individuals with dignity and respect
- Maintain professional boundaries at all times
- Avoid being alone with a child or vulnerable adult where possible
- Not engage in abusive, discriminatory, or inappropriate behaviour
- Avoid inappropriate physical contact
- Use digital and remote communication responsibly and professionally

H. REPORTING SAFETY CONCERNS

Any safeguarding concern must be reported **immediately** to the Designated Safeguarding Lead.

If there is:

- **Immediate danger** – contact emergency services (999)
- **A concern involving the DSL** – escalate to a senior manager or HR

Reports should include:

- Date, time, and location

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- Names of individuals involved
- A factual description of the concern
- Any immediate actions taken

All concerns will be handled sensitively and confidential

Allegations against staff

Any allegation against a member of staff or contractor will be:

- Taken seriously and handled promptly
- Reported to the Designated Safeguarding Lead
- Managed fairly, confidentially, and without prejudice
- Escalated to external authorities where required

I. CONFIDENTIALITY AND DATA PROTECTION

Safeguarding information will be:

- Shared strictly on a need-to-know basis
- Stored securely
- Managed in line with UK GDPR and the Data Protection Act 2018
- Retained in accordance with Eurosafe's data retention policies

H. TRAINING AND AWARENESS

Eurosafe UK will ensure:

- Safeguarding awareness is included in staff induction
- Relevant staff receive appropriate safeguarding training
- This policy is accessible to all staff and contractors

Authorised By:

Gavin Ellis

CEO

January 2026

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