



SAFEGUARDING POLICY

1. POLICY STATEMENT

- 1.1 TNT acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.
- 1.2 This policy recognises that the welfare of children and vulnerable adults is paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children and vulnerable adults accessing our services:
- a. have a positive and enjoyable experience working with us in a safe environment;
 - b. are protected from abuse whilst participating in activities with us.
- 1.3 TNT acknowledges that some children and vulnerable adults, including those with disabilities or from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

2. OUR RESPONSIBILITIES

- 2.1 As part of our commitment to a robust safeguarding policy, TNT will:
- a. promote and prioritise the safety and wellbeing of children and vulnerable adults;
 - b. ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and vulnerable adults;
 - c. ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern;
 - d. ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored;
 - e. prevent the employment/deployment of unsuitable individuals;
 - f. ensure robust safeguarding arrangements and procedures are in operation.
- 2.2 This policy will be widely promoted. Failure to comply will be addressed without delay and may ultimately result in dismissal or exclusion.

3. MONITORING

- 3.1 This policy will be reviewed **once annually**, or in the following circumstances:
- a. changes in legislation and/or government guidance;
 - b. as required by the Scottish Charity Regulator;
 - c. as a result of any other significant change or event.