



Safeguarding Policy

HSE Consulting (UK) Ltd, HSE Property Compliance Ltd, and HSE-Compliance Ltd operate as a group, hereafter 'HSE' ("we," "us" or "our") are committed to ensuring and protecting welfare of children, young people, and vulnerable adults.

This policy discusses the Safeguarding Policy of HSE Group for children, young people and vulnerable adults, emphasising the importance of their welfare and protection from harm or abuse. It covers the definition of vulnerable adults, concept of significant harm, British values, extremism, and the role of the HSE Group in promoting safeguarding.

- HSE believes in safeguarding the welfare of individuals. All individuals, regardless of age, disability, gender, etc., have the right to equal protection from harm or abuse.
- This policy aims to provide protection and guidance for young people and vulnerable adults in contact with HSE.
- HSE follows child protection guidelines and ensures safe recruitment of employees.
- Information regarding child protection and good practice is shared with relevant parties.
- HSE provides effective management, supervision, and training for staff.

Appendix 1 – Definitions & Indicators

Here are definitions and indicators of abuse and neglect, including physical abuse, emotional abuse, sexual abuse, and neglect. It also highlights other forms of harm that can impact children's well-being.

- Abuse can take the form of physical harm, emotional ill-treatment, sexual exploitation, or neglect.
- Physical abuse includes acts of commission or omission that cause physical harm to a child.
- Emotional abuse involves persistent mistreatment that affects a child's emotional development.
- Sexual abuse involves forcing or enticing a child to participate in sexual activities.
- Neglect is failure to meet a child's basic needs, resulting in serious impairment of their health or development.
- Other forms of harm, such as social exclusion and domestic violence, can also negatively impact children.
- Indicators of abuse include unexplained bruises, changes in behaviour, and physical signs of neglect.

Recognising abuse is challenging, but it is important to act if there are concerns about a child's welfare.

Appendix 2 – Responding to a Disclosure/Allegation of Abuse

Here are guidelines for handling safeguarding incidents. There is emphasis on the importance of confidentiality and the potential consequences for breaking it.

- It is important to deal with allegations of abuse quickly and consistently.
- Guidelines for handling safeguarding incidents include staying calm, listening carefully, and not promising to keep secrets.
- The child should be reassured that they have done the right thing in reporting the incident.
- Information should be recorded in writing, including the date, time and names mentioned.
- The Safeguarding Officer should be contacted for further advice and referral.
- Confidentiality should be respected, but there may be situations where it must be broken, such as in cases of child protection.

Appendix 3 – Incident Reporting Procedure (Safeguarding/Prevent)

Please see advice from the designated Safeguarding Contact if you have concerns. No further child protection action or support services may be required. A record is to be kept on a Safeguarding Concern Form and Log. Please call 999 if urgent or your local Prevent team for advice. Act on advice from Protection Contact member of staff involved.

All employees and associate consultants of HSE Group are contractually and legally obliged to abide by this policy. Adequate auditing and monitoring will be undertaken to ensure effective implementation of this policy, and any allegations contrary to this policy will be thoroughly investigated.

If HSE, its employees, or any person acting on behalf of HSE, engages in conduct contrary to this policy, HSE will discipline all involved individuals for 'Gross Misconduct', terminate their employment and take all necessary legal action.

Signed

Date: 01 April 2025

Name: Chris Wood
Position: Managing Director

