

## Introduction

The aim of this policy is to ensure all employees involved in, or associated with works undertaken by Dawnus will demonstrate practices to ensure all children, young people and vulnerable adults are safe and free from harm, whether they have or have not disclosed any information that might identify them as a vulnerable person.

In doing so, this policy sets out our commitment to safeguard the welfare of children, young people and vulnerable adults by ensuring that Dawnus practice safe recruitment. Checking the suitability of employees who have direct contact with children, young people and or vulnerable adults and raising awareness of this Policy and associated processes across the company.

## Purpose

The purpose of this policy is to:

- Provide protection for vulnerable children, young people and adults who may be associated with works being undertaken by Dawnus;
- Prevent those who present a risk from joining the organisation or having contact with vulnerable persons;
- Give staff and other personnel who work for Dawnus guidance on procedures they should follow.

## Commitments

Dawnus is fully committed to protecting the rights of children, young people and vulnerable adults, notably their right to be protected from harm, abuse and exploitation.

Dawnus has a duty of care to implement effective policies and processes for protecting the safety of children, young people and vulnerable adults, where we undertake projects in close proximity to schools or other establishments where children are present. In order to achieve this we will ensure that our staff and sub-contractors are carefully selected, trained and supervised.

Dawnus will:

- Adopt relevant protection protocols which will be detailed in the project method statement prior to the commencement of the contract;
- Ensure that all workers understand their obligations to protect children, young people and vulnerable adults from harm, abuse and exploitation;
- Develop best practice in relation to the recruitment of all workers and sub-contractors, including, where appropriate, Criminal Record Bureau checks;
- Ensure that all workers understand their responsibility to work to the standards and procedures detailed in the organisation's Business Management System;
- Ensure that all workers understand their obligations to report care or protection concerns about a child/ young people or vulnerable adult, or a workers conduct towards a child/young person/vulnerable adult, to the organisation's senior management;
- Ensure that all procedures relating to the conduct of workers are implemented in a consistent and equitable manner;
- Ensure that the site management understands their responsibility to refer any child young person/vulnerable adult protection concerns to the Police;
- Work with the employing establishment in ensuring that it meets its obligations in adhering to the requirements of the Childrens Act 2004, the Childcare Act 2006, and any other relevant legislation;
- Endeavour to keep up to date with national developments relating to the care and protection of children and young people.

## Responsibilities

This policy applies to all staff, including directors, senior managers, agency staff, or anyone working on behalf of Dawnus.

## CHILD PROTECTION AND SAFEGUARDING POLICY

It is the responsibility of all managers to ensure that the staff within their teams understand and comply with this policy and all supporting procedures.

Dawnus recognise that:

- The welfare of vulnerable children, young people and adults is always a paramount consideration;
- All vulnerable persons have the right to equal protection from all types of harm or abuse.

The Equality Opportunities Policy ([HR\\_PL\\_004](#)) and other HR Policies and Processes support the implementation of this policy.

Any case of abuse, inappropriate behaviours or unsafe practices would be contrary to the above policy and as such, be dealt with through the HR Disciplinary Process ([HR\\_PR\\_009](#)) where appropriate.

This Policy and associated Processes are set out in the Dawnus Business Management System (BMS) which will include appropriate checking, reporting and recommendations for continuous improvement. All Policies and Processes are made available to the Dawnus team through the BMS.



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**Dawnus Group Ltd**  
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