



HIGH ROPES FOR ALL

High Ropes for All Safeguarding Policy

1. Introduction and Statement of Intent

Hill Ascents is a company committed to providing safe and inclusive climbing activities for children and young people. We believe that all children have the right to be protected from harm and abuse, and we are committed to providing a safe and supportive environment for all participants.

This policy outlines our commitment to safeguarding and promoting the welfare of children in accordance with relevant UK legislation and guidance, including but not limited to:

- **The Children Act 1989 and 2004**
- **Working Together to Safeguard Children 2023**
- **The Disclosure and Barring Service (DBS) guidance**
- **The Keeping Children Safe in Education (KCSIE) 2023**

2. Scope of the Policy

This policy applies to all staff, volunteers, contractors, and trustees of High Ropes for All CIC. It covers all activities and events organised by the CIC, both on and off-site, where children and young people are present.

3. Guiding Principles

- The welfare of the child is paramount.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, have the right to equal protection from all types of harm or abuse.
- Staff and volunteers will be trained to recognise and respond appropriately to signs of abuse.
- We will work in partnership with parents, carers, and statutory agencies to safeguard children.

- All concerns and allegations of abuse will be taken seriously and responded to promptly and appropriately.

4. Roles and Responsibilities

Designated Safeguarding Lead (DSL): [Name of DSL] **Contact:** [DSL's Email and Phone Number]

The DSL is responsible for:

- Acting as the first point of contact for all staff and volunteers with concerns about a child's welfare.
- Liaising with local authority children's social care and other statutory agencies.
- Ensuring all staff and volunteers are aware of this policy and their safeguarding responsibilities.
- Overseeing the record-keeping of safeguarding concerns.
- Providing or arranging appropriate training for staff and volunteers.

All Staff, Volunteers, and Trustees:

- Are responsible for reading, understanding, and adhering to this policy.
- Must report any safeguarding concerns to the DSL immediately.
- Must attend mandatory safeguarding training.
- Must be aware of their own behaviour and ensure it is always appropriate.

5. Recruitment and Vetting

We are committed to safer recruitment practices. All staff and volunteers who work with children will undergo a thorough recruitment process which includes:

- A formal application and interview process.
- Satisfactory Enhanced Disclosure and Barring Service (DBS) checks.
- Verification of identity and right to work.
- At least two professional references.
- An assessment of their suitability to work with children.

6. Responding to Concerns and Allegations

Responding to a Disclosure:

- **Listen calmly:** Do not interrupt the child.
- **Do not probe:** Do not ask leading questions. Let the child speak in their own words.
- **Reassure the child:** Tell them that they have done the right thing by telling you and that you will take them seriously.
- **Do not promise confidentiality:** Explain that you have to share the information with the DSL to ensure their safety.

- **Record the information:** As soon as possible, make a factual, dated, and signed record of what was said, using the child's own words.

Responding to a Concern:

- If you have concerns about a child's welfare, even if they have not made a disclosure, you must report this to the DSL immediately.
- The DSL will assess the information and decide on the appropriate course of action, which may include making a referral to children's social care.

Responding to an Allegation Against a Staff Member or Volunteer:

- Any allegation of abuse made against a member of staff or a volunteer must be reported to the DSL immediately.
- The DSL will report the allegation to the Local Authority Designated Officer (LADO) within one working day.
- The person against whom the allegation is made should not be told about it until the LADO has been consulted.
- The CIC will follow the LADO's guidance on whether the individual should be suspended from their duties while the investigation is ongoing.

7. Code of Conduct for Staff and Volunteers

- Always act in the best interests of the child.
- Maintain appropriate professional boundaries.
- Do not use inappropriate or suggestive language.
- Ensure that children are not left unsupervised with an adult.
- Treat all children with respect and dignity.
- Do not engage in physical contact with children unless it is necessary for their safety, the activity, or to provide reassurance, and is appropriate.
- Do not communicate with children using personal social media accounts. All communication must be through official, monitored channels.

8. Training and Awareness

All staff and volunteers will receive regular safeguarding training. This will cover:

- Recognising the signs of different types of abuse.
- The procedures for reporting concerns.
- Understanding their role and responsibilities.
- Promoting a positive and safe environment.

9. Monitoring and Review

This policy will be reviewed annually and updated in line with any changes in legislation or guidance.
The DSL will be responsible for ensuring the policy remains current and effective.

Signed:

Graeme Hill 16/04/2025