Safeguarding Policy Statement

Thrive at Five is committed to creating and maintaining a safe culture in which children, young people, adults at risk, staff, volunteers and partners are protected from harm, abuse, neglect and exploitation.

Safeguarding is everyone's responsibility. All staff, volunteers, trustees, contractors and partners are expected to act in ways that protect the welfare, dignity and rights of children and adults at risk.

Thrive at Five has a zero-tolerance approach to abuse, neglect, exploitation, bullying, discrimination and harmful practice. All safeguarding concerns will be taken seriously and responded to appropriately.

We are committed to:

- promoting the welfare of children and adults at risk
- safer recruitment and safer working practices
- listening to and valuing the voices of children, families and communities
- responding promptly and appropriately to safeguarding concerns
- working in partnership with statutory agencies and safeguarding partners
- ensuring staff and volunteers are appropriately trained and supported
- creating a culture of openness, accountability and respectful challenge

Purpose

The purpose of this policy is to:

- outline Thrive at Five's safeguarding commitments
- define organisational responsibilities and accountability
- establish safeguarding expectations for all staff and volunteers
- support compliance with safeguarding legislation and guidance
- promote a consistent safeguarding culture across all Thrive at Five activities

This policy should be read alongside the Thrive at **Five Safeguarding Procedures and Guidance** document.

Applies to

This policy applies to:

- Employees, including secondees and fixed-term employees

- Volunteers and trustees
- Agency staff, contractors, and consultants
- Students and placements
- Partner organisations delivering Thrive at Five activity

The policy applies across all Thrive at Five activities including:

- Community programmes
- Events and activities, including donor visits
- Family support services
- Online and digital engagement
- Partnership delivery
- Funded programmes
- Recruitment and employment activity

Definitions

Safeguarding: Safeguarding means protecting children and adults at risk from abuse, neglect, exploitation and harm, while promoting their welfare, wellbeing and right to live safely.

Child: A child is any person under the age of 18, in line with the Children Act 1989.

Young person: The Children and Young Persons Act 1933 defines a young person as aged 14–17. Duties and responsibilities may extend to age 25 if additional vulnerabilities exist, such as care leaver status or Special Educational Needs and Disabilities (SEND).

Adult at risk: An adult at risk is a person aged 18 or over who:

- has care and support needs; and
- is experiencing, or at risk of, abuse or neglect; and
- may be unable to protect themselves from harm or exploitation.

Abuse: Abuse is an intentional or unintentional act that harms, hurts or exploits another individual or individuals. Abuse can take many forms, including, but not limited to, physical, emotional, psychological, sexual, financial, discriminatory, organisational or neglectful abuse. Less commonly understood forms of abuse include exploitation, modern slavery and human trafficking.

Neglect: Neglect is the ongoing failure to meet a child's or adult's basic physical and/or psychological needs.

Child protection: Child protection refers to activity undertaken to protect children who are suffering, or are likely to suffer, significant harm.

Duty of care: Duty of care refers to Thrive at Five's responsibility to take reasonable steps to protect individuals from foreseeable harm.

1. Safeguarding Principles

Thrive at Five will:

1.1. **Promote a safe culture:** Create environments where children, adults at risk, staff and volunteers feel safe, respected and able to raise concerns.

1.2. **Put safety first:** Prioritise the welfare and wellbeing of children and adults at risk in all decision-making.

1.3. **Listen and respond:** Take all safeguarding concerns seriously and respond promptly, proportionately and appropriately.

1.4. **Promote accountability and professional curiosity:** Ensure all staff, volunteers, and trustees understand their safeguarding responsibilities.

1.5. **Work in partnership:** Work collaboratively with statutory agencies, partnerships and partner organisations.

1.6. **Support safe recruitment and practice:** Operate safer recruitment procedures and maintain appropriate safeguarding standards.

1.7. **Provide training and support:** Ensure staff and volunteers receive safeguarding training appropriate to their role.

1.8. **Encourage speaking up:** Promote a culture where concerns, poor practice and unsafe behaviour can be raised without fear of retaliation.

2. Roles and responsibilities

2.1. All **staff and volunteers** must:

- safeguard the welfare of children and adults at risk
- complete mandatory safeguarding training

- follow Thrive at Five safeguarding procedures
- maintain professional boundaries
- report safeguarding concerns immediately as per escalation process
- contribute to a safe organisational culture
- comply with the Code of Conduct
- cooperate with safeguarding investigations and enquiries

2.2. **Managers** are responsible for:

- promoting safe practice within teams
- ensuring staff complete mandatory training
- supporting staff to raise concerns
- escalating safeguarding concerns appropriately
- ensuring safeguarding responsibilities are embedded in practice

2.3. The **National Designated Safeguarding Lead (DSL)** has overall responsibility for safeguarding oversight within Thrive at Five, including:

- reviewing and updating safeguarding policy
- leading safeguarding practice and decision-making
- managing safeguarding concerns and referrals
- liaising with statutory agencies
- ensuring safeguarding procedures are implemented
- advising on safeguarding training
- reporting safeguarding activity to trustees and senior leadership team
- supporting safeguarding investigations
- maintaining safeguarding records and oversight

2.4. The **Deputy Designated Safeguarding Lead (DSL)** supports the DSL and assumes responsibility in their absence.

2.5. **Local Safeguarding Leads** are responsible for:

- supporting local safeguarding practice
- ensuring concerns are escalated appropriately to NDSL
- ensuring concerns are escalated appropriately to the NDSL
- maintaining local safeguarding oversight
- ensuring training within their local team is up to date and in line with induction procedures

2.6. **Trustees** hold collective responsibility for safeguarding governance. Additionally, there are two **Designated Safeguarding Trustees** who provide:

- safeguarding oversight and scrutiny
- support and challenge to safeguarding leadership
- oversight of serious safeguarding concerns and whistleblowing matters

3. **Organisational commitments**

3.1. **Safer recruitment**

Thrive at Five will operate safer recruitment procedures, including:

- appropriate DBS checks and risk assessments (if/when required)
- safer recruitment practices
- identity and reference checks
- role risk assessments
- safeguarding induction requirements

3.2. **Training and induction**

All staff and volunteers will receive safeguarding induction, training, and guidance appropriate to their role.

3.3. **Safe working practices**

Thrive at Five expects all staff and volunteers to maintain appropriate professional boundaries and follow safer working practices, as described in the **Safeguarding Procedure**.

3.4. **Reporting concerns**

All safeguarding concerns must be reported immediately in line with safeguarding escalation procedures.

3.5. **Information sharing and confidentiality**

Information will be shared appropriately where necessary to safeguard children or adults at risk. Information sharing will be in line with Thrive at Five's **Data Protection Policy** and relevant UK GDPR legislation.

3.6. **Whistleblowing**

Staff and volunteers are encouraged to raise concerns about unsafe, unethical or unlawful practice. Please refer to the **Whistleblowing Policy** for additional information.

3.7. **Partnership working**

Thrive at Five will work collaboratively with safeguarding agencies, local authorities and partner organisations.

3.8. Record keeping

Safeguarding concerns and decisions will be recorded appropriately, securely and confidentially, in line with our **Data Protection** and **Retention Policies**.

4. **Reporting and escalation**

4.1. All safeguarding concerns must be reported without delay to:

- the Designated Safeguarding Lead (or Deputy DSL)
- the Local Safeguarding Lead

4.2. If an individual is in immediate danger, emergency services must be contacted immediately.

4.3. Detailed reporting and escalation processes are outlined within the **Safeguarding Procedure**.

Key contacts

Organisational leads

National Designated Safeguarding Lead – Patrick Myers
patrick.myers@thriveatfive.org.uk
07484070825

Deputy National Designated Safeguarding Lead – Chris Wellings
chris.wellings@thriveatfive.org.uk
07951912668

Thrive at Five Stoke Team

Designated Safeguarding Lead – Norah Minshall
norah.minshall@thriveatfive.org.uk
07484070823

Thrive at Five Redcar & Cleveland and Middlesbrough Teams

Designated Safeguarding Lead – Nicole Cassidy
nicole.cassidy@thriveatfive.org.uk
07484070791

Thrive at Five Scotland Team

Designated Safeguarding Lead – Dr Chloe Rayner
chloe.rayner@thriveatfive.org.uk
07483644537

Thrive at Five Safeguarding Trustees

Merle Davies
Ben Levinson

Related Policies and Processes

- Safeguarding Procedure
- Code of Conduct
- Whistleblowing Policy
- Disciplinary Policy
- Recruitment Policy
- Equality Diversity & Inclusion Policy
- Data Protection Policy
- Retention Policy and Procedure
- Complaints Policy

Effective Date: July 2026
Next Review: July 2027
Policy Owner: Designated Safeguarding Lead
Governance: The Board of Trustees has oversight responsibility for safeguarding governance within Thrive at Five.
Key Accountabilities: People Team, Board of Trustees
Review Cycle: This policy will be reviewed annually, or sooner if required where:

- Legislation changes
- Guidance changes
- Safeguarding reviews identify learnings
- Organisational changes occur

Thrive at Five may amend or cancel this policy, or introduce a new policy, as it considers necessary within the current policy cycle.