



## Safeguarding Policy

HaverHub's safeguarding policy applies to all employees at all levels of the business, as well as agency workers and volunteers. The purpose of the policy is to protect children and service users from harm and to provide all employees, workers and volunteers with information about the safeguarding policy adopted by HaverHub.

The policy is particularly important in the regulated activity/work that HaverHub does with children and service users. In England and Wales this is referred to as regulated activity and in Scotland this is referred to as regulated work. In this policy this will be referred to as regulated activity/work.

HaverHub has a responsibility to promote the welfare of children and service users and to keep them safe. HaverHub complies with all the legal obligations placed upon it by the Safeguarding Vulnerable Groups Act 2006 (England and Wales) and the Protection of Vulnerable Groups (Scotland) Act 2007 (Scotland).

The policy covers the arrangements for safeguarding during the recruitment and selection process and safeguarding issues that arise during employment in circumstances where children or service users are placed at risk, or where they could have been placed at risk.

The policy also sets out the reporting obligations for all employees and the procedure that should be followed to report abuse if this occurs to one of HaverHub's service users.