

Alpha 1 UK Safeguarding Policy

1. Introduction

Alpha 1 UK is committed to ensuring that the welfare and safety of all individuals, particularly vulnerable children, young people, and adults, are protected in all aspects of its operations. This Safeguarding Policy outlines the procedures, responsibilities, and practices to ensure that any risks to the well-being of individuals within the charity's activities are effectively managed and mitigated.

2. Objectives

The main objectives of this policy are to:

- Protect individuals from abuse, neglect, and exploitation.
- Provide clear guidelines on how to identify, report, and respond to safeguarding concerns.
- Ensure that all staff, volunteers, and trustees understand their roles in safeguarding and are appropriately trained.
- Comply with relevant safeguarding legislation and best practices.
- Promote a culture of safeguarding where the rights and well-being of individuals are at the forefront of the charity's activities.

3. Safeguarding Responsibilities

3.1 Board of Trustees

The Board of Trustees is responsible for overseeing the charity's safeguarding practices and ensuring that safeguarding is embedded throughout the charity's operations. The Board will:

- Approve and review the safeguarding policy and procedures annually.
- Ensure that the charity adheres to safeguarding best practices and legal requirements.
- Provide support and resources for safeguarding training and awareness.
- Ensure appropriate safeguarding reporting mechanisms are in place.

3.2 Safeguarding Lead/Designated Safeguarding Officer (DSO)

The charity will designate a Safeguarding Lead or Designated Safeguarding Officer (DSO) to oversee safeguarding practices and act as the main point of contact for safeguarding concerns. The DSO is responsible for:

- Ensuring the charity's safeguarding policies are implemented.
- Acting as the first point of contact for reporting safeguarding concerns.
- Coordinating investigations and responses to safeguarding allegations.
- Providing guidance and training to staff and volunteers on safeguarding matters.

The DSO is Maisy Sheldon and can be contacted at info@alpha1.org.uk.

3.3 Employees and Volunteers

All employees, volunteers, and trustees of the charity are expected to:

- Understand and adhere to the charity's safeguarding policies and procedures.
- Report any concerns about the welfare of children, young people, or vulnerable adults to the Safeguarding Lead or DSO immediately.
- Participate in safeguarding training and awareness sessions as required.
- Treat all individuals with respect and dignity, ensuring they are not subjected to any form of abuse or harm.

4. Identifying Safeguarding Concerns

4.1 What is Safeguarding?

Safeguarding involves protecting children, young people, and vulnerable adults from harm, including:

- Physical abuse.
- Emotional or psychological abuse.
- Sexual abuse or exploitation.
- Neglect.
- Financial or material abuse.

4.2 Recognizing Abuse or Neglect

All staff and volunteers should be alert to signs of abuse or neglect. These may include:

- Unexplained injuries or frequent hospital visits.
- Withdrawal or changes in behaviour.
- Fear or anxiety about certain individuals or activities.
- Poor hygiene or neglect of personal care.
- Disclosure of abuse by the individual.

If any of these signs are observed, they should be reported immediately to the Safeguarding Lead or DSO for further investigation.

5. Reporting Safeguarding Concerns

5.1 Reporting Procedures

If an employee, volunteer, or trustee has a safeguarding concern, they must report it immediately to the Safeguarding Lead or DSO. Reports should be made in writing, where possible, and include:

- The nature of the concern.
- Any relevant dates, locations, or incidents.
- Details of any individuals involved.

The Safeguarding Lead or DSO will then assess the concern and decide on the appropriate course of action. If necessary, the concern will be escalated to the relevant authorities, such as local safeguarding boards or law enforcement.

5.2 Confidentiality and Protection

All safeguarding concerns will be handled with the utmost confidentiality. Information will only be shared on a need-to-know basis with appropriate professionals and agencies. No information will be shared with the individual involved in the concern without the express consent of the Safeguarding Lead or DSO, except in cases where there is a risk of serious harm.

5.3 Allegations Against Staff or Volunteers

If the safeguarding concern involves an employee or volunteer, the charity will follow a clear disciplinary process. The alleged individual will be suspended from their role during the investigation process. The charity will cooperate fully with any external investigations and take appropriate action in accordance with its disciplinary policies.

6. Safeguarding Training and Awareness

6.1 Initial Training

All employees, volunteers, and trustees will receive safeguarding training during their induction. This will cover:

- The charity's safeguarding policy and procedures.
- How to recognize signs of abuse or neglect.
- How to report safeguarding concerns.
- The role of the Safeguarding Lead or DSO.

6.2 Ongoing Training

All staff and volunteers will receive regular refresher training on safeguarding, which will be held annually. The training will ensure that individuals remain up-to-date with current safeguarding practices and legislation.

7. Safe Recruitment Practices

The charity is committed to ensuring that all individuals working with vulnerable individuals are suitable for their roles. As part of its recruitment process, the charity will:

- Conduct DBS (Disclosure and Barring Service) checks or equivalent background checks for all staff, volunteers, and trustees who work with children, young people, or vulnerable adults. Where required.
- Obtain references for all individuals prior to their appointment.
- Provide safeguarding training as part of the induction process for new staff and volunteers.

8. Safeguarding Policy Review

This Safeguarding Policy will be reviewed annually by the Board of Trustees and the Safeguarding Lead/DSO to ensure that it remains up-to-date with current laws, regulations, and best practices. Any changes to the policy will be communicated to all staff and volunteers.

9. Conclusion

Alpha 1 UK is dedicated to safeguarding the well-being of all individuals involved in its activities. By following the principles and practices outlined in this policy, the charity ensures that it operates in a safe environment and protects the most vulnerable from harm.

This Safeguarding Policy is approved by:

Tanya Jones
Vice Chair A1UK
1 February 2026
