



**TAIZ Energy LTD**

# **Safeguarding Policy - Children, Young People and Adults**

Version no:	01	Approved by	Director
Approval date	13/06/2024	Effective date	01/07/2025

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# 1 Purpose

TAIZ Energy LTD is committed to safeguarding and promoting the welfare, safety, and wellbeing of children, young people, and adults who engage with our services. The organisation recognises its responsibility to protect individuals from abuse, neglect, exploitation, and harm and to respond appropriately where concerns arise.

Safeguarding is a fundamental part of the organisation's culture and service delivery. TAIZ Energy LTD is committed to working in partnership with local authorities, statutory agencies, and other organisations, recognising that safeguarding is a shared responsibility requiring a multi-agency approach.

Safeguarding information will be made available to service users, parents, carers, and representatives at the start of engagement, including how to recognise concerns and how to report safeguarding issues.

This policy reflects the principles of the Children Act 1989 and 2004, the Care Act 2014, the Human Rights Act 1998, the Equality Act 2010, and relevant safeguarding guidance within England.

## 2 Scope

This policy applies to:

- All employees and directors of TAIZ Energy LTD
- Contractors, associates, and subcontractors
- Volunteers (where applicable)
- Children and young people under the age of 18
- Adults aged 18 and over, including adults at risk
- All individuals engaged through company activities or services

The policy applies to all business activities, including training delivery, consultancy, remote engagement, and work undertaken at client or partner premises.

## 3 Definition of Safeguarding

### 3.1 Safeguarding Children and Young People

Safeguarding and promoting the welfare of children and young people means:

- Protecting them from maltreatment
- Preventing impairment of health or development

- Ensuring they grow up in safe and effective care environments
- Taking action to enable them to achieve the best outcomes

A child or young person is anyone under the age of 18.

### 3.2 Safeguarding Adults

Safeguarding adults means protecting an adult's right to live in safety, free from abuse and neglect. An adult at risk is a person aged 18 or over who has care and support needs and may be unable to protect themselves from abuse or neglect.

## 4 Types of Abuse and Neglect

Abuse may be a single act or repeated acts and may include:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or material abuse
- Neglect or acts of omission
- Domestic abuse
- Discriminatory abuse
- Organisational abuse
- Modern slavery and exploitation
- Online or digital abuse
- Self-neglect (adults)

Staff and contractors must remain alert to signs of harm or exploitation.

## 5 Principles

TAIZ Energy LTD adopts the following principles:

- The welfare of children, young people and adults is paramount.
- Individuals have the right to be protected from harm and abuse.
- Safeguarding is everyone's responsibility.
- Concerns will be taken seriously and acted upon promptly.
- Individuals will be supported to make informed choices where possible.

- The organisation will work in partnership with relevant agencies to safeguard individuals effectively.
- Safeguarding arrangements will be transparent, accountable, and regularly reviewed.

For adults, the organisation also follows the six safeguarding principles of empowerment, prevention, proportionality, protection, partnership, and accountability.

## 6 Roles and Responsibilities

### **Director / Designated Safeguarding Lead (DSL)**

The Director acts as the Designated Safeguarding Lead and is responsible for:

- Ensuring safeguarding arrangements are implemented and maintained
- Receiving and managing safeguarding concerns
- Making referrals to appropriate authorities where necessary
- Liaising with local authority safeguarding teams and other agencies
- Ensuring policies are reviewed and updated
- Promoting safeguarding awareness within the organisation

### **Employees and Contractors**

All individuals working on behalf of TAIZ Energy LTD must:

- Act in a manner that safeguards the wellbeing of service users
- Report any safeguarding concerns immediately
- Maintain professional boundaries
- Participate in safeguarding awareness training where required

## 7 Reporting Safeguarding Concerns

Any safeguarding concern must be reported as soon as possible to the Designated Safeguarding Lead via:

**Email:** [contact@taizenergy.co.uk](mailto:contact@taizenergy.co.uk)

**Contact:** Dr Tariq Ahmed (Director / Safeguarding Lead)

If a child, young person or adult is in immediate danger, emergency services must be contacted without delay.

TAIZ Energy LTD will cooperate fully with local authorities, safeguarding boards, and other agencies as part of a multi-agency safeguarding response.

All safeguarding concerns will be:

- Recorded promptly and accurately;
- Assessed by the Designated Safeguarding Lead to determine immediate risk;
- Referred to appropriate external agencies where required;
- Managed in line with safeguarding and data protection requirements; and
- Reviewed to identify any learning or improvements required.

## 8 Confidentiality and Information Sharing

Safeguarding information will be handled sensitively and shared only where necessary to protect individuals from harm. Information sharing will comply with UK data protection legislation while recognising that safeguarding concerns may require information to be shared without consent where there is risk of harm.

## 9 Safer Working Practices

TAIZ Energy LTD promotes safe working practices by:

- Maintaining professional boundaries
- Avoiding situations where individuals are placed at risk
- Undertaking risk assessments where activities involve young people or adults at risk
- Ensuring appropriate supervision arrangements

Where roles involve working with young people or adults at risk, appropriate recruitment checks, verification of identity, and confirmation of relevant qualifications or experience will be undertaken in accordance with legal requirements.

## 10 Training and Awareness

Safeguarding awareness will be provided to employees and contractors as appropriate to their role. Individuals will be informed of safeguarding procedures and reporting routes as part of induction or onboarding processes.

Staff will be reminded periodically of safeguarding responsibilities to ensure ongoing awareness and confidence in recognising and reporting concerns.

## 11 Whistleblowing

Staff and contractors are encouraged to raise concerns about unsafe or inappropriate practice without fear of retaliation. Concerns may be raised through

internal reporting arrangements and will be taken seriously and investigated appropriately.

## 12 Monitoring and Review

This policy will be reviewed annually or sooner if there are changes in legislation, organisational structure, or operational activities. Lessons learned from incidents or feedback will be used to improve safeguarding practices.

## 13 PREVENT Duty and Radicalisation

TAIZ Energy LTD recognises that safeguarding includes protecting children, young people and adults from the risk of radicalisation and extremism. Radicalisation refers to the process by which individuals may come to support terrorism or extremist ideologies associated with terrorist groups.

The organisation supports the aims of the Government's PREVENT strategy, which forms part of the UK's counter-terrorism framework. TAIZ Energy LTD acknowledges that vulnerability to radicalisation can be similar to other safeguarding vulnerabilities and will be addressed through existing safeguarding procedures.

All employees, contractors and volunteers are expected to remain alert to signs that an individual may be vulnerable to radicalisation or extremist influence. Any concerns must be reported immediately to the Designated Safeguarding Lead, who will assess the concern and make referrals to appropriate statutory agencies where necessary, including local authority safeguarding teams or Channel processes.

Safeguarding responses to potential radicalisation concerns will be proportionate, sensitive, and focused on protecting the wellbeing of the individual.

## 14 Safer Recruitment

TAIZ Energy LTD is committed to safer recruitment practices to reduce the risk of harm to children, young people and adults who engage with its services.

Recruitment and engagement processes will include, where appropriate:

- Verification of identity and right to work in the UK;
- Confirmation of relevant qualifications, skills, and experience;
- Obtaining references where appropriate to the role;
- Assessment of suitability for working with service users;
- Disclosure and Barring Service (DBS) checks where roles require them and where legally appropriate; and

- Ensuring that agency, temporary or subcontracted staff are subject to equivalent safeguarding checks.

All individuals engaged by the organisation are expected to understand and comply with safeguarding responsibilities as a condition of their engagement.

## 15 Induction, Training and Professional Boundaries

All employees, contractors and volunteers will receive safeguarding information as part of their induction or onboarding process. This will include awareness of safeguarding responsibilities, reporting procedures, and expected standards of conduct when working with children, young people and adults.

Induction arrangements ensure that individuals understand:

- Their responsibility to safeguard service users;
- The importance of maintaining appropriate professional boundaries;
- Appropriate behaviour and communication when working with service users; and
- The requirement to report concerns or inappropriate behaviour promptly.

Safeguarding awareness will be refreshed periodically to ensure continued understanding of responsibilities and to support safe working practices.

## 16 Mental Capacity and Consent

TAIZ Energy LTD recognises that safeguarding decisions involving adults aged 16 and over must take account of an individual's ability to make informed decisions.

The organisation operates in accordance with the principles of the Mental Capacity Act 2005. Where there are concerns regarding an individual's capacity to make decisions about their safety or wellbeing, reasonable steps will be taken to support the individual to make informed choices wherever possible.

Where an individual is assessed as lacking capacity in relation to a specific decision, safeguarding actions will be taken in their best interests and, where appropriate, in partnership with relevant statutory agencies and representatives.