

SAFEGUARDING POLICY

Statement of purpose

1. Bright Future (the **Organisation, we, our or us**) is committed to preventing and responding to risks of harm to and promoting the welfare of all children and adults at risk that we work with (i.e. as Bright Future's service users). These individuals are referred to as the **"Beneficiaries"** of this Safeguarding Policy.
2. We recognise the importance of this commitment to safety and welfare and, further, are committed to safeguarding all Beneficiaries without discrimination due to an individual's age, disability, race, religion or belief, sex, gender reassignment, pregnancy or maternity leave status, marriage or civil partnership status, or sexual orientation.
3. This Safeguarding Policy is based on the safeguarding laws of England, Wales, and Scotland, including related guidance issued by the UK Government and relevant governmental departments, agencies, and public bodies. If this Policy is at any time inconsistent with this body of law, Bright Future will act to meet the requirements of up-to-date safeguarding laws in priority to the requirements set out in this Policy.
4. Bright Future has implemented this Safeguarding Policy in order to meet its obligations as a charity regulated by the Scottish Charity Regulator and as a childcare provider.
5. Any questions in relation to this Policy should be referred to the HR Department in the first instance.

Scope of this Safeguarding Policy

6. This Policy explains key aspects of how Bright Future prevents harm in relation to its Beneficiaries via its practices and its Staff Members' conduct.
7. This Safeguarding Policy covers the organisation and operation of all of Bright Future's activities involving children and adults at risk (i.e. our **Relevant Activities**). These primarily include:
 - a. Providing childminding services to local families within their homes.
8. This Policy's guidelines and obligations apply to all individuals working for or acting on behalf of Bright Future in the UK at all levels, including senior managers, officers, employees, consultants, trainees, homeworkers, part-time and fixed-term workers, casual workers, agency workers, volunteers, and interns (collectively **"Staff Members"**).
9. This Policy does not form part of any contract of employment or similar and Bright Future may amend it at any time at our absolute discretion.

Defining safeguarding

10. "Safeguarding" is an umbrella term that refers to work refers to work (e.g. practices and procedures) aimed at preventing or responding to harm or risks of harm posed to vulnerable individuals, and at promoting these individuals' wider welfare. Safeguarding is particularly important for children and adults at risk. Most safeguarding legal obligations relate to the care of these groups and these are the groups to whom the protections set out in this Policy apply. For safeguarding purposes:
 - a. Children are individuals younger than 18 years old.
 - b. Adults at risk are individuals 18 years old or over (in England and Wales) or 16 years old or over (in Scotland) who have care and/or support needs and who are, because of these needs, unable to protect themselves from harm (e.g. due to illness or disability). This need not be on a permanent basis.
11. The commitments and practices contained in this Safeguarding Policy apply to the safeguarding of Bright Future's Beneficiaries from harms caused by either:
 - a. The activities and practices of Bright Future and any conduct of its Staff Members, or
 - b. Perpetrators who are not Bright Future's Staff

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Guarding Pabage

SJ Ball



Guarding Pabage:

This book delves into Guarding Pabage. Guarding Pabage is an essential topic that needs to be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Guarding Pabage, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:

- Chapter 1: Introduction to Guarding Pabage
- Chapter 2: Essential Elements of Guarding Pabage
- Chapter 3: Guarding Pabage in Everyday Life
- Chapter 4: Guarding Pabage in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, the author will provide an overview of Guarding Pabage. This chapter will explore what Guarding Pabage is, why Guarding Pabage is vital, and how to effectively learn about Guarding Pabage.

3. In chapter 2, the author will delve into the foundational concepts of Guarding Pabage. The second chapter will elucidate the essential principles that need to be understood to grasp Guarding Pabage in its entirety.

4. In chapter 3, this book will examine the practical applications of Guarding Pabage in daily life. The third chapter will showcase real-world examples of how Guarding Pabage can be effectively utilized in everyday scenarios.

5. In chapter 4, the author will scrutinize the relevance of Guarding Pabage in specific contexts. This chapter will explore how Guarding Pabage is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, this book will draw a conclusion about Guarding Pabage. This chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Guarding Pabage.

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Guarding Pabage Introduction

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