Trentham Monkey Forest Safeguarding Policy

Trentham Monkey Forest recognises its responsibility to safeguard and promote the welfare of all visitors who use our facilities. Monkey Forest believes that:

* The welfare of a child or at-risk adult is paramount and that regardless of age, disability, gender, nationality, race, religion or belief, sexual orientation, or any other additional vulnerability or protected characteristic; there is a right to equal protection from all forms of harm or abuse.
* The best interests of the child are paramount in all considerations about their welfare and protection, including when to maintain confidentiality and when to share information about them.
* Safeguarding and promoting the welfare of young people is everyone’s responsibility. Everyone who comes into contact with young people and their families or carers has a role to play in safeguarding young people. In order to fulfil this responsibility effectively, all staff try to ensure their approach is young person-centred. This means that we always consider what is in the best interests of the young people.

**Trentham Monkey Forest will fulfil this responsibility by:**

* Valuing, listening to and respecting children and adults at risk who use our facilities and services.
* Ensuring the welfare and safety of children, young people and adults at risk is paramount in all our activities.
* Providing an employee handbook for staff, partners and contractors which links to our disciplinary procedures.
* Ensuring that suitable employees are recruited by adopting safe and professional recruitment, selection and vetting processes.
* Providing effective management of staff through induction, review and support.
* Providing employees with training appropriate to their safeguarding role and responsibilities.
* Establishing a safeguarding governance structure with assigned roles.
* Informing contractors, partners and visitors of the existence of our safeguarding policy and how they can alert us if they have any concerns.
* Reviewing our policy and procedures every 12 months or sooner if required due to changes in legislation or guidance or in response to changes in the services we provide.
* Taking all suspicions and allegations of abuse, from inside or outside the organisation seriously, and respond to them promptly and appropriately.
* Providing a clear Whistleblowing Policy for staff as detailed in the Employee handbook.
* Maintaining an appropriate system to facilitate the accurate and confidential reporting and monitoring of safeguarding concerns.

If you need to get in touch with us regarding any aspect of safeguarding please contact us on info@monkey-forest.com