Medicare People

HEALTHCARE STAFFING

# Safeguarding & Child Protection Policy

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| **Policy title** | Safeguarding & Child Protection Policy |
| **Organisation** | Medicare People Limited |
| **Service** | Healthcare staffing |
| **Policy owner** | Managing Director |
| **Version** | 2.0 |
| **Date** | 01/11/2026 |
| **Next review** | November 2027 |

## 1. Purpose

The purpose of this policy is to ensure that Medicare People provide a safe and secure environment for children and young people, and that all staff understand their responsibilities in recognising, reporting, and responding to safeguarding concerns.

## 2. Scope

This policy applies to all employees, volunteers, contractors, and representatives of Medicare People who may come into contact with children or young people during the course of their work.

## 3. Policy Statement

Medicare People is committed to safeguarding the welfare of children and young people by:

- Promoting their rights and wellbeing
- Preventing abuse and neglect
- Responding promptly and appropriately to concerns
- Ensuring safe recruitment and training of staff
- Working in partnership with families and safeguarding agencies

## 4. Definitions

- Safeguarding: Protecting children from maltreatment, preventing impairment of health or development, and ensuring safe and effective care.
- Child Protection: Specific actions taken to protect children who are suffering or at risk of suffering significant harm.
- Child: Anyone under the age of 18.

## 5. Types of Abuse

Staff should be aware of the following categories of abuse:

- Physical abuse – hitting, shaking, or causing physical harm
- Emotional abuse – threats, humiliation, or persistent criticism
- Sexual abuse – inappropriate touching, exploitation, or exposure to sexual content
- Neglect – failure to meet a child's basic needs, including food, shelter, and medical care

## 6. Roles and Responsibilities

- Designated Safeguarding Lead (DSL): Stuart Wells is responsible for overseeing safeguarding procedures and acting as the main point of contact for concerns.
- All Staff: Must complete safeguarding training, remain vigilant, and report any concerns immediately to the DSL.

## 7. Reporting Concerns

If a member of staff suspects that a child is at risk of harm, they must:

- Report the concern to the DSL without delay
- Record the concern factually and clearly
- Maintain confidentiality and avoid discussing the matter with others
- Cooperate with any investigation or referral to external agencies

## 8. Safe Recruitment and Training

Medicare People will ensure that:

- All staff working with children undergo enhanced DBS / AccessNI / PVG checks
- References and employment history are thoroughly verified
- Safeguarding training is provided and regularly updated

## 9. Confidentiality and Information Sharing

Information about safeguarding concerns will be shared only with those who need to know, in line with data protection laws and safeguarding guidance. The welfare of the child is the paramount consideration.

## 10. Policy Review

This policy will be reviewed annually or sooner if required by changes in legislation or best practice guidance.

## 11. Legislation and guidance

- Care Act 2014 and statutory guidance
- Children Act 1989 and 2004; Working Together to Safeguard Children 2023
- Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005

## Version history

| Version | Summary |
|---|---|
| 1.0 | Original policy |
| 2.0 | 1 November 2026 – restyled to the Medicare People brand, structure standardised, legal references updated |