
Safeguarding Policy

1. Purpose

Our organisation is committed to the safety, well-being, and protection of all individuals associated with our operations, including employees, subcontractors, clients, and visitors. This Safeguarding Policy outlines our commitment to preventing harm and addressing concerns related to safeguarding, whether in the workplace or any associated environments.

2. Definition of Safeguarding

Safeguarding refers to a comprehensive set of measures and protocols aimed at preventing harm, abuse, neglect, and exploitation. It encompasses strategies to protect the physical, mental, and emotional well-being of all individuals, particularly those who may be vulnerable or at risk.

3. Scope

This policy applies to all individuals associated with our organisation, including employees, subcontractors, temporary workers, clients, and visitors. It is applicable to all our workplace settings, as well as any external environments where our operations occur.

4. Key Safeguarding Principles

Our organisation is guided by the following safeguarding principles:

- **Prevention:** We are committed to preventing harm, abuse, and neglect through proactive measures and risk assessments.
- **Protection:** We will take immediate action to protect individuals at risk or those who have reported concerns.
- **Participation:** We value the input and feedback of all individuals, especially those at risk, in the development and implementation of safeguarding measures.
- **Transparency:** Our safeguarding procedures and protocols will be transparent and accessible to all stakeholders.
- **Accountability:** We hold ourselves accountable for ensuring safeguarding measures are effective and are continuously improved.

5. Reporting Safeguarding Concerns

Employees, subcontractors, or anyone who suspects or witnesses safeguarding concerns should report them promptly to their supervisor, manager, HR department, or another designated authority. Reports should include details of the concern, individuals involved, date, time, and any witnesses.

6. Confidentiality and Non-Retaliation

All reports of safeguarding concerns will be treated with the utmost confidentiality, to the extent permitted by law. Retaliation against individuals who report concerns or participate in investigations is strictly prohibited and will result in disciplinary action.

7. Investigation and Corrective Action

Upon receiving a report, our organisation will conduct a prompt and impartial

investigation. If safeguarding concerns are confirmed, appropriate corrective actions will be taken, which may include counselling, protection measures, legal intervention, or disciplinary actions.

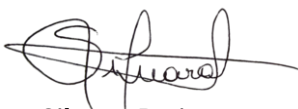
8. Prevention and Awareness

We are committed to the prevention of harm and safeguarding through education, training, and awareness programs. We will provide resources and information to help employees and contractors understand their roles in safeguarding and the importance of vigilance.

9. Conclusion

Our organisation is dedicated to providing a safe and protected environment for all individuals associated with our operations. We believe in safeguarding as a fundamental principle, and by adhering to this policy, we demonstrate our commitment to the well-being and protection of all.

Want to report a concern? [Click here](#) and fill our Reporting Form
Or visit: www.zion-construction.co.uk/reportingform.



Silmara Batista
Director