


Crystal Health Group

# Safeguarding Policy

 <b>CRYSTAL</b> Health Group	Document name	Version
	Safeguarding Policy	v02.03.25

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### 1. Purpose

The purpose of this policy is to protect all children, young people and vulnerable adults who receive Crystal Health Groups services from harm.

### 2. Scope

The policy applies to all employees of Crystal Health Group.

### 3. Responsible Person(s)

The Policy Author is responsible for:

- Accuracy, version control and review dates.
- Implementation, training and operational compliance of this Policy.
- Initiating Policy change requests.


The QA representative is responsible for:

- Ensuring adherence to company Policy standards for authoring, content and structure.
- Resolution of Quality Incident reports arising from noncompliance of this Policy or external complaints.

Trained personnel are responsible for complying with all aspects of this Policy.

### 4. Health & Safety

All tasks and activities associated with this Policy comply with Crystal Health Group's Health & Safety Policy.

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## 5.1 Safeguarding commitments

### **We believe that:**


Children, young people and vulnerable adults should never experience abuse of any kind and we have a responsibility to keep them safe and to operate in a way that protects them.

### **We recognise that:**

- The welfare of children is paramount in all the work we do and in all the decisions we take. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

### **We will seek to keep children, young people and vulnerable adults safe by:**

- valuing, listening to and respecting them.
- appointing a nominated child protection lead for children and young people (Jemma Major- QA Manger), and a deputy (John McChrystal - Director) for safeguarding.
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently.
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made.
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance within our Information Security policy.
- sharing information about safeguarding and good practice with all staff.
- making sure that children, young people and their families know where to go for help if they have a concern.
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- using our procedures to manage any allegations against staff and volunteers appropriately.
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise. See Greivance Procedure Policy
- ensuring that we have effective complaints and whistleblowing measures in place. See Greivance Procedure Policy.
- ensuring that we provide a safe physical environment for children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

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## 5.2 Contact details

If you have any concerns relating to safeguarding please use the contacts listed below:

### Nominated child protection lead

Name: Jemma Major

Email: jemma@crystal-health.co.uk

### Deputy child protection lead

Name: John McChrystal

Email: john@crystal-health.co.uk

### NSPCC Helpline

0808 800 5000

### National Domestic Abuse Helpline

0808 2000 247

## 5.3 Raising concerns

Any concerns regarding children, young people or vulnerable adults must be reported to and investigated by the above protection leads. If the individual is deemed to be in immediate danger then emergency services should be informed by calling 999 or 101 as necessary.


There are several organisations who can provide guidance and advice depending on the individual and the circumstances reported- see above useful contact details.

## 5.4 Data sharing legislation

In determining when information can be shared with statutory agencies consideration is given to data sharing legislation. Rules on consent and information sharing are linked to 2 pieces of relevant legislation; General Data Protection Regulation (GDPR) and Data Protection Act 2018 (DPA2018). The legislation makes it clear that consent is not required to share data in most circumstances when:

- other people, including other adults at risk and or children, could be at risk from the person causing harm
- it is necessary to prevent crime, or a serious crime has been committed
- we believe that the person at risk is being coerced or fearful of repercussions
- there is an overriding public interest in sharing the data
- there is reason to believe that the health and / or well-being of the data subject will be adversely affected by ongoing harm or abuse

When that threshold isn't met CHG will seek consent from the data subject, most commonly through use of a GDPR compliant Medical Consent Form. Proportionality will be considered when sharing information and health, police or social services will only receive information relevant to their role.

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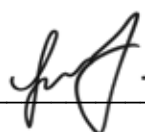
## 6. Version Control

Previous Version	Changes	Last Effective Date
NEW	• N/A	N/A
v01.11.21	• Addition of 5.3 Raising concerns • Addition of 5.4 Data Sharing legislation	11/03/2025


## 7. Authorisation

Name John McChrystal

Position Director

Signed 

Date 11/03/2025

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