



Safeguarding Policy Statement

At PKAVS, we believe that children, young people, and adults should never experience any kind of abuse, exploitation, or harm.

We have a zero tolerance approach to the harm or exploitation of those we support, and will ensure that their welfare and safety is our overriding priority.

To ensure that we achieve the highest standards of safeguarding, we have a number of regularly reviewed policies in place that are created in consultation with others, including a Child Protection Policy, a Protecting Adults at Risk of Harm Policy, a Whistleblowing Policy, and a Code of Conduct.

All PKAVS' staff, students, and volunteers have a duty to understand and adhere to our safeguarding policies and any failure to comply with them will be immediately addressed and could result in dismissal from PKAVS. If there is any indication that criminal activity has taken place we will involve the relevant authorities without delay.

As part of our safeguarding measures we will:

- Perform extensive background checks on any employees, students, or volunteers that will come into contact with at-risk groups of people.
- Ensure that relevant safeguarding policies are regularly updated, consulted on, circulated, and implemented.
- Train our staff, students, and volunteers on the importance of good safeguarding practice.
- Immediately respond to safeguarding concerns that come to light and liaise with the appropriate authorities.
- Develop a culture of openness, so any concerns can be brought forward and no one feels that they will not be listened to.
- Be accountable to our beneficiaries, supporters, funders, and regulators by being transparent about the work we carry out and reporting any concerns.

We expect the highest standards of behavior from our staff, students, and volunteers. Keeping the people we support safe is our overriding priority and we will do everything we can to ensure that this is the case.