



OPS001A SAFEGUARDING POLICY STATEMENT

Updated	Updated by:
June 2026	Paul Wilson (DSL) Cress Robinson (DDSL) & Ash Morgan (DDSL)

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1. PURPOSE

Safeguarding is everyone's responsibility!

This document covers the key arrangements for safeguarding at Challengers: policy, procedures and guidance, for Challengers staff and volunteers including instructions on what to do when a child, young person, adult with care and support needs or anyone associated with Challengers is at risk of harm or being harmed.

Staff at Challengers have the opportunity to play with and meet 1000s of children/young people/adult with care and support needs and gain their trust and friendship so we should be ready and know what to do when we see or are told about abuse or harm.

2. STATEMENT

Challengers' staff and volunteers will:

- Make the safety and wellbeing of everyone associated with Challengers a priority.
- Develop quality relationships with Challengers' children, young people and adults with care and support needs so that they feel safe and happy at Challengers.
- Work to ensure Challengers is a safe place with safe people, safe practice, safe procedures that aim to prevent harm and to respond to concerns effectively should they arise
- Develop understanding of the vulnerability of disabled children, young people and adults with care and support needs.
- Ensure that when there is a concern about the safety/welfare of anyone associated with the charity that it is reported immediately.
- Make sure all staff and volunteers know what to do and who to tell when they are worried about the welfare or safety of a child, young person or others at a Challengers scheme or away from a Challengers' scheme.
- Prepare Challengers' staff with training, support to deliver effective safeguarding arrangements.
- Guide Challengers' staff with the practical application of safeguarding arrangements in the context of a Challengers scheme, for example who to tell and what to do if staff do not think Challengers has done the right thing.
- Guide Challengers' staff how to work with families and other agencies once concern identified.

The Challengers Senior Leadership Team and the Trustees will:

- Ensure the safeguarding arrangements at Challengers follow national statutory guidance

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- Meet the requirements of the Charity Commission
- Incorporate lessons from best practice; and regularly review and updated as necessary
- Attend an annual training update

3. LEGAL FRAMEWORK

This Safeguarding Policy Statement follows legislation, policy and guidance that seeks to protect children, young people and young adults in England. A summary of the key legislation and guidance Challengers follows is listed below:

Legislation:

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017
- Care Act 2014

Policy and Guidance:

- Working Together to Safeguard Children 2018 (DfE)
- What to do if you're worried a child is being abused (DfE)
- Care and Support Statutory Guidance 2021
- Safeguarding disabled children 2009

Further information on the key legislation and guidance followed above, along with national legislation and guidance for both safeguarding children and adults with care and support needs can be found in the Safeguarding Handbook.

4. SUPPORTING DOCUMENTS

This Safeguarding Policy Statement should be used alongside other Challengers Policy and Procedure documents. These are:

- OPS001B Safeguarding Policy handbook
- The Challengers Approach
- Complaints Policy
- Incident Reporting Policy
- Safeguarding Handbook
- Guide to Personal Care
- Supporting Behaviour Policy

- Safer Recruitment Policy
- Staff Handbook
- Volunteer Handbook
- Trustee Handbook
- Health and Safety Policy
- Training Policy
- Data Policy
- Emergency Contact List

5. WHAT WE BELIEVE

Challengers believes that:

- Children, young people and adult with care and support needs should not experience abuse of any kind.
- We are committed to both preventing harm as well as responding effectively should concerns arise.
- We have a responsibility to promote the safety and welfare of all children, young people and adults with care and support needs who attend our services.

6. WHAT WE RECOGNISE

Challengers recognises that:

- To keep all children, young people and adults with care and support needs safe we must ensure we are up to date with all legislation, policy, procedure and guidance that protects them.
- The welfare of all children, young people and adults with care and support needs is paramount in all the work we do and in all the decisions we take.
- We must be alert to and understand the additional and increased vulnerability of disabled children/ young people/ adults with care and support needs to abuse and harm.
- Working collaboratively with children, young people, adults with care and support needs, their parents, carers and other agencies is essential in promoting and protecting their welfare.

7. WHAT WE WILL DO

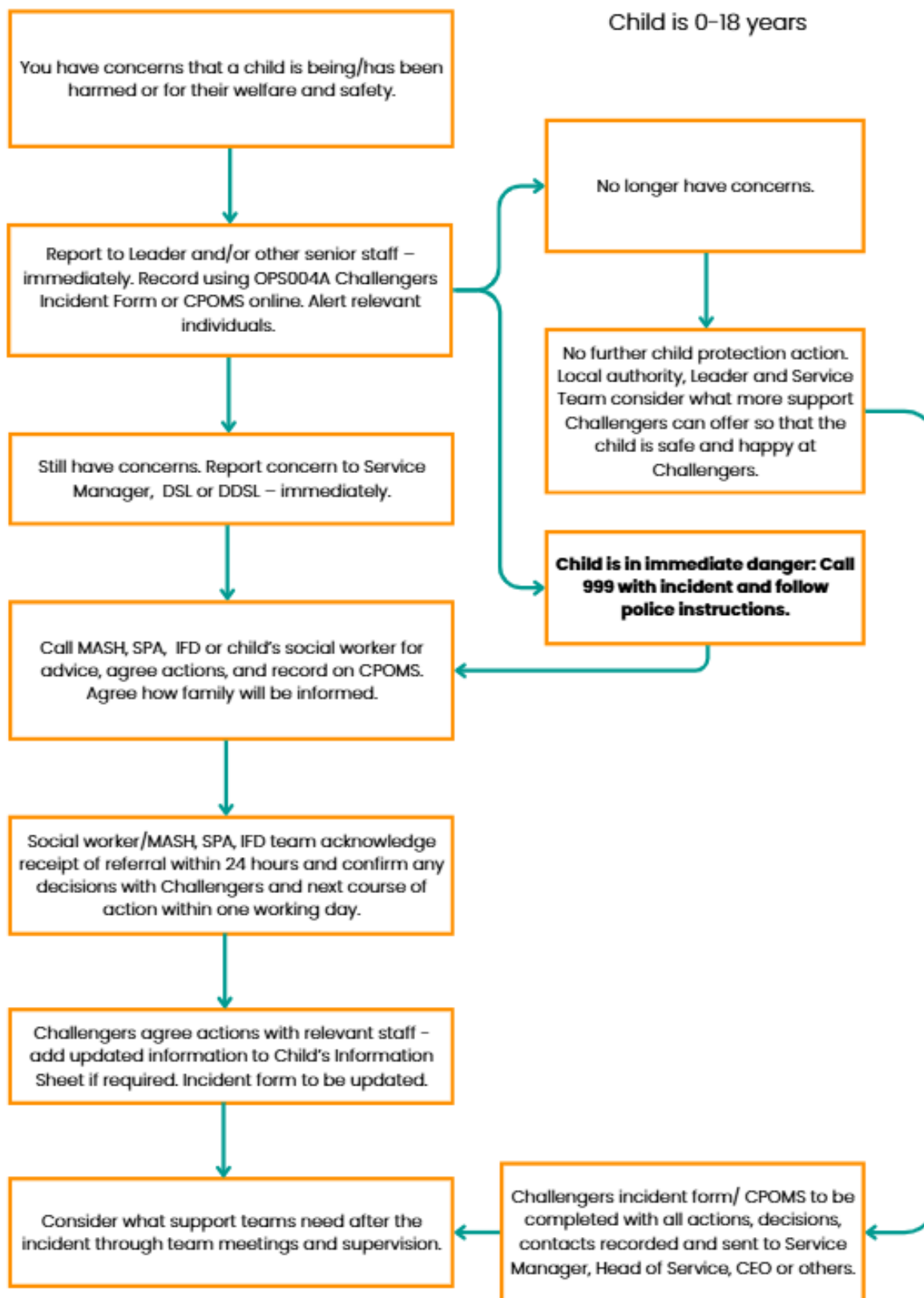
Challengers will:

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- Listen, respect and respond to the voices of all children, young people and adults with care and support needs that use our services.
- Assign a Designated Safeguarding Lead (DSL) for all children, young people and adults with care and support needs, a deputy DSL (DDSL) and a lead trustee/board member for safeguarding.
- Keep up to date with all legislation, policy, procedure and guidance surrounding safeguarding through regular training.
- Work collaboratively with other agencies to share concerns appropriately.
- Use our procedures to manage any allegations against staff and volunteers appropriately.
- Provide effective management for staff and volunteers through supervision, support, training and audit; to ensure all staff and volunteers know about and follow our policies and procedures confidently and competently.
- Recruit staff and volunteers safely ensuring all necessary checks are made.
- Record, store and share information professionally and securely.
- Share information about safeguarding and good practice for children, young people, adults with care and support needs, their parents, carers, making sure they know they know where to go for help if they have a concern
- Ensure we have clear and effective complaint and whistleblowing processes in place.
- Create and provide a safe physical environment for our children, young people, adult with care and support needs, staff, volunteers and visitors, by applying measures following relevant health and safety law and regulatory guidance.
- Developing a strong safeguarding culture where staff and volunteers, children, young people, adult with care and support needs and their families treat each other with respect and are comfortable sharing any concerns.

8. FLOWCHART – CHILD/YOUNG PERSON

Safeguarding Flowchart – What to do if you are worried about a child

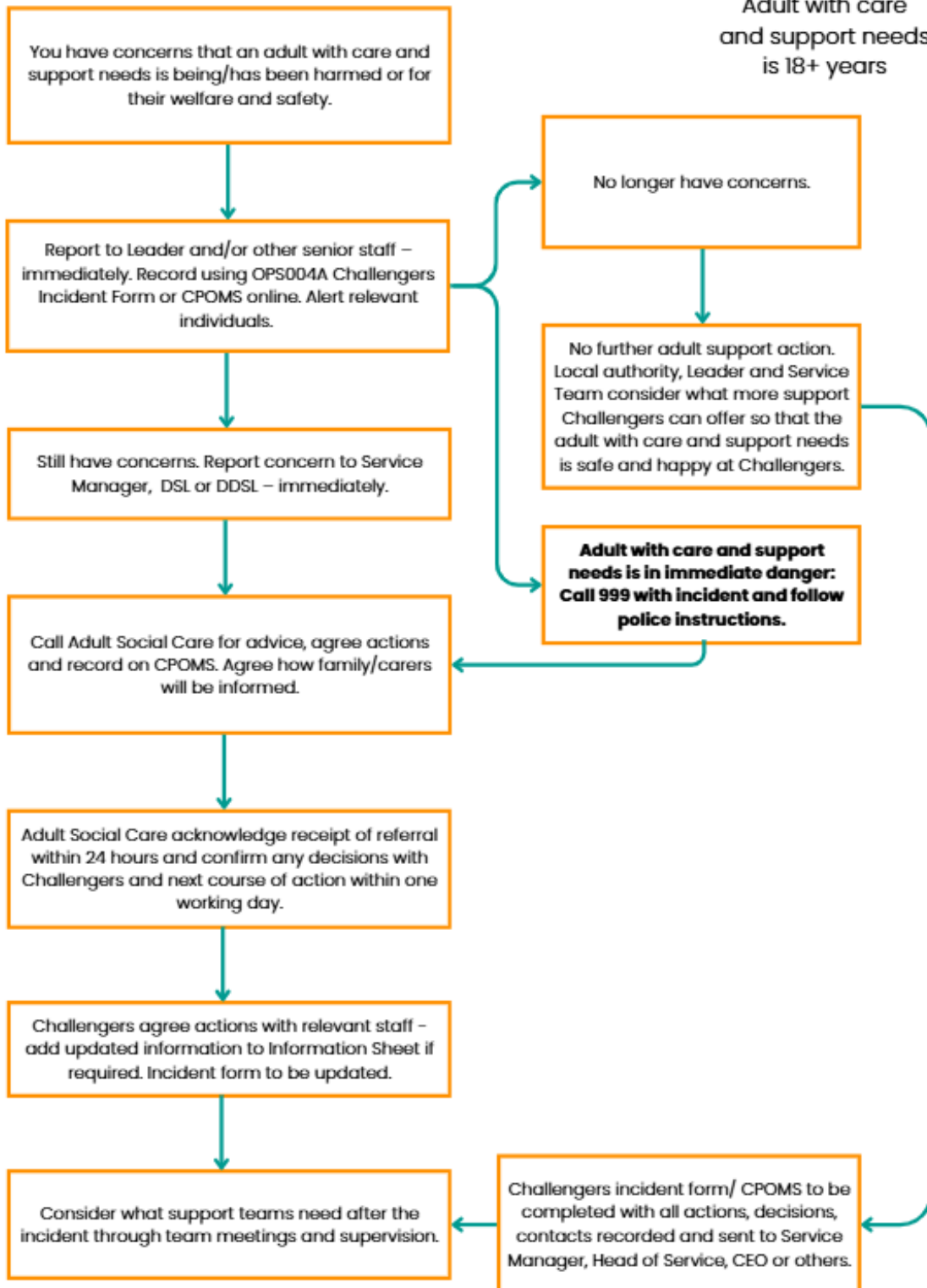


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9. FLOWCHART – ADULT WITH CARE AND SUPPORT NEEDS

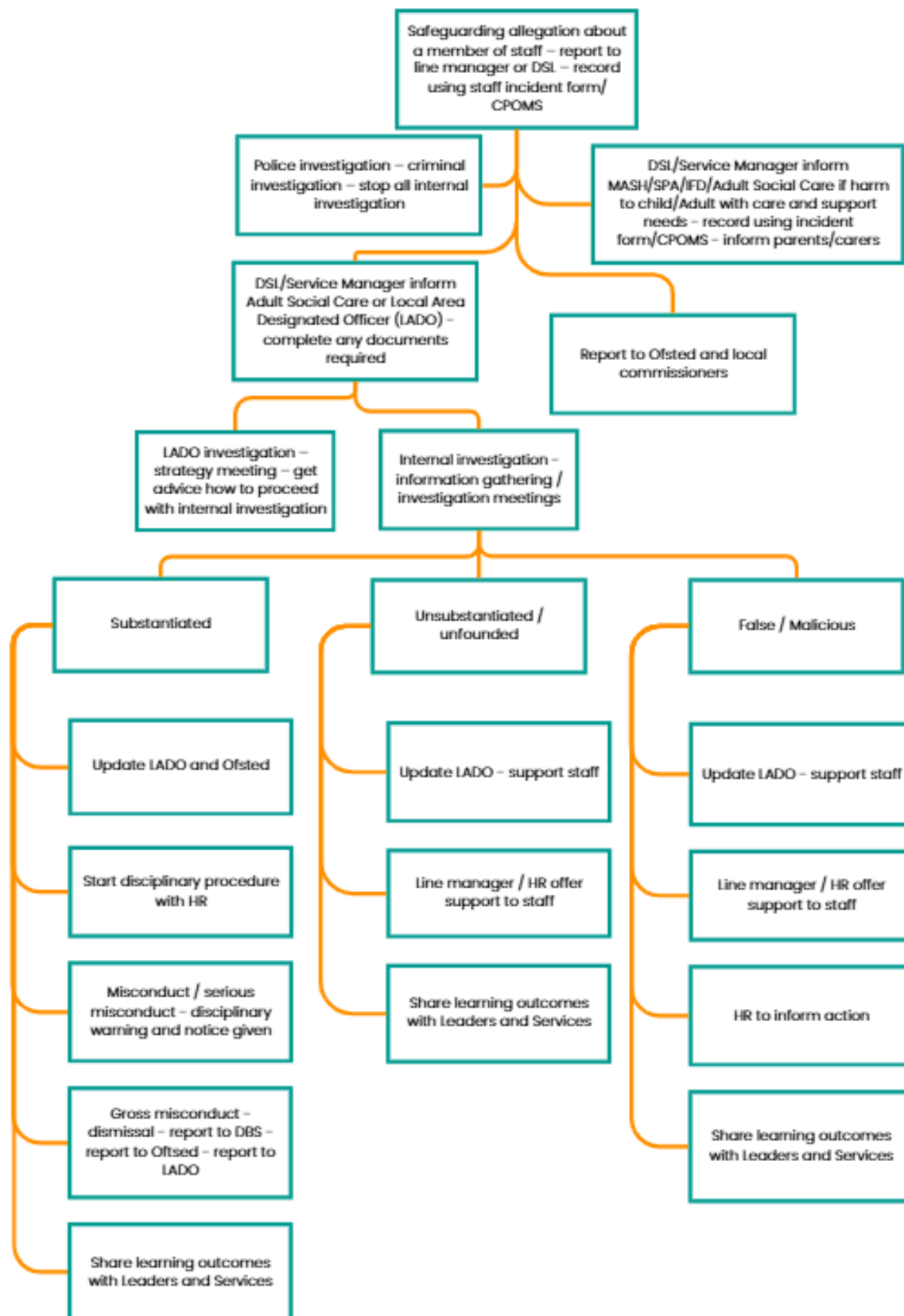
Safeguarding Flowchart – What to do if you are worried about an adult with care and support needs

Adult with care and support needs is 18+ years



10.FLOWCHART – STAFF

Safeguarding Flowchart – Allegations against staff



11. EMERGENCY CONTACT LIST

OPS023 CHALLENGERS SAFEGUARDING AND EMERGENCY CONTACT LIST – UPDATED JUNE 2026

OPS023 Challengers Safeguarding and Emergency Contact List



CHIEF EXECUTIVE OFFICER

- Gen Dearman chiefexecutiveofficer@disability-challengers.org 01483 616 100

SERVICE TEAM AND SUPPORT

• Paul Wilson	07815 553 212	Head of Service DSL
• Cress Robinson	07787 291 469	Service Manager DDSL
• Luke Flanagan	07762 891 496	Service Manager DDSL
• Colette Bibby	07842 447 664	Service Manager DDSL
• Jane Sutherland (Term Time Mon-Fri)	07842 447 663	Service Manager DDSL
• Ash Morgan (Mon-Fri)	01483 672 510	Training & Safety Lead DDSL
• Debbie Court	07818 552 163	Nurse Trainer/Adviser

SAFEGUARDING AND CHILD PROTECTION

If you are worried about the safety or welfare of a child/young person at Challengers, have a concern/allegation against a staff member or you need to make a Safeguarding Referral:

CHILDREN/YOUNG PEOPLE:

• Surrey C-SPA (Children’s Single Point of Access)	0300 470 9100	OUT OF HOURS 01483 517 898
• Hampshire MASH (Multi-Agency Safeguarding Hub)	0300 555 1384	OUT OF HOURS 0300 555 1373
• Richmond/Kingston SPA (Single Point of Access)	020 8547 5008	OUT OF HOURS 020 8770 5000
• West Sussex IFD (Integrated Front Door)	01403 229 900	OUT OF HOURS 03302 226 664

STAFF CONCERNS/ALLEGATIONS:

• Surrey LADO	0300 123 1650	LADO@surreycc.gov.uk
• Hampshire LADO	01962 876 364	child.protection@hants.gov.uk
• Richmond/Kingston LADO	07774 332 675	LADO@achievingforchildren.org.uk
• West Sussex LADO	01403 229 900	LADO@WestSussex.gov.uk

You might be directed to complete an online referral form. These forms can be found on the relevant Local Authority website:

Surrey	www.surreyscp.org.uk/
Hampshire	www.hants.gov.uk/
Richmond/ Kingston	www.kingstonandrichmondsafeguardingchildrenpartnership.org.uk/
West Sussex	www.westsussex.gov.uk/

SAFEGUARDING & STAFF CONCERNS FOR ADULTS WITH CARE AND SUPPORT NEEDS:

You might be directed to complete an online referral form. These forms can be found on the relevant Local Authority website:

• Surrey	0300 200 1005	OUT OF HOURS 01483 517 898	https://www.surreysab.org.uk/
• Hampshire	0300 555 1386	OUT OF HOURS 0300 555 137	https://hampshiresab.org.uk/
• Richmond	020 8891 7971	OUT OF HOURS 020 8770 5000	https://www.richmond.gov.uk/safeguarding_adults
• Kingston	020 8547 5005	OUT OF HOURS 020 8770 5000	https://www.kingston.gov.uk/care-support-for-adults
• West Sussex	03302 228 400	OUT OF HOURS 03302 227 007	https://www.westsussexsab.org.uk/

12.DOCUMENT CHANGE HISTORY

Plan Version No.	Release Date	Summary of Changes	Section No./ Paragraph No.	Changes Made By
1.	March 2024	New Safeguarding Statement Policy	Whole Document	Paul Wilson and Ash Morgan
2.	Nov 2024	Updated Emergency contact list	Section 10	Ash Morgan
3.	March 2025	Updated Emergency contact list	Section 10	Ash Morgan
4.	June 2026	Changes throughout and updated emergency contact list	Whole Document	Paul Wilson, Ash Morgan and Cress Robinson

Paul Wilson – Head of Service – Designated Safeguarding Lead

