



# THE DONALDSON TRUST

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The National Body for Neurodiversity

## Safeguarding Statement

Version: 05

Date: September 2025

Owner: Director of Services – Safeguarding Lead

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## Document Control

### Version:

Version	Date	Owner	Reviewer	Approver	Amend
1	October 2018	CEO	QPIC	Board	New
2	December 2020	Safeguarding Lead	ELT, QPIC	Board	Updated
3	November 2022	Child and Adult Protection Officer	ELT, QPIC	Board	Two Year Review
4	November 2024	Safeguarding Steering Group	ELT, QPIC	Board	Two Year Review
5	September 2025	Director of Services – Safeguarding Lead	ELT	Board	Interim review

**Next Review Due: September 2026 (or following a change in legislation or a significant incident)**

### References:

**Policies: This Statement should be read alongside the following Donaldson’s Trust policies:**

- Child Protection Policy
- Adult Protection Policy
- Health and Wellbeing Policy
- Lone Working Policy
- Assessment Policy
- Wellbeing, Accident & Incident Policy
- Code of Conduct
- Whistleblowing Policy

- Safer Recruitment Policy
- Complaints Policy
- Anti-bullying Policy
- Self-Harm Policy
- Restrictive Practice Policy
- Supporting Positive Relationships and Behaviour Policy
- PVG and Disclosure Checks Policy

**Forms: N/A**

**Records: N/A**

## Statement

Safeguarding is our main priority.

The Donaldson Trust are committed to the very highest standards in terms of Safeguarding, believing that Safeguarding is everyone's responsibility. All colleagues, volunteers, tutors, trustees and anyone who works on behalf of The Donaldson Trust has a duty to Safeguard and promote the welfare of children, young people and vulnerable adults, alongside a duty to recognise, respond and share concerns about abuse and harm in a timely fashion. We believe that no child, young person, or vulnerable adult should ever experience abuse or harm of any kind.

Safeguarding is embedded at every level of our organisation and is guided by the principles of:

- Safe culture – clear accountability, awareness and transparency.
- Safe operations – clear and consistent safeguarding processes and procedures.
- Safe environments – creating safe, respectful and supportive spaces for all.
- Training – annual child and adult protection training for all trustees, colleagues, tutors and volunteers.

We have a responsibility to promote the welfare of the people we support and to keep them safe. We are committed to providing safe environments and working practices that promote and protect the safety and welfare of children, young people, and vulnerable adults.

We recognise that:

- The welfare of the individual is paramount.
- All individuals at risk, have a right to equal protection from all types of harm or abuse.
- Some individuals at risk are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other factors.

- Working in partnership with individuals, parents, carers and other agencies is essential in ensuring the welfare of all individuals we support.

## **Our Approach**

The Donaldson Trust's approach to keep children, young people and vulnerable adults safe:

Our organisational approach –

- The Donaldson Trust Safeguarding Framework outlines accountability and responsibilities for Safeguarding across the organisation.
- Induction and annual safeguarding training for trustees, colleagues, tutors and volunteers.
- Designated Executive Director for Safeguarding.
- Designated Child and Adult Protection Officers and Deputies.
- A Safeguarding Steering Group overseeing compliance and practice.
- A Trustee with designated safeguarding responsibilities.
- Recruiting staff and volunteers in line with our Safer Recruitment Policy, and PVG/Disclosure checks for all trustees, colleagues, tutors and volunteers.
- Clear reporting and escalation procedures, with immediate referral to police, social work and regulators where required.
- Ensuring procedures and practices are consistent and remain current in line with legislative and national guidance requirements.
- Providing effective leadership for colleagues and volunteers through ongoing support, training, and quality assurance measures.
- Ensuring colleagues are trained in safeguarding and demonstrate understanding of our policies and procedures.
- Ensuring we have effective Complaints and Whistleblowing Policies and procedures in place.

How we apply this in practice –

- Listening to and valuing the opinions of people who use our services.

- Taking seriously and responding reasonably and proportionately to all safeguarding concerns.
- Treating individuals with dignity and respect.
- Reporting concerns with the relevant agencies (Police, Social Work, Health, Education) and, where appropriate, including people who use our services in the process.
- Working in collaboration with partner agencies to ensure the safety of people who use our services.
- Working in partnership with external agencies to ensure that individuals are supported appropriately if a safeguarding event occurs.
- Ensuring robust assessments are part of our admissions processes.
- Applying our Policies and Procedures to manage any allegations appropriately.
- Recording and storing information securely.
- Recording, reviewing and learning from all incidents, allegations, concerns and other feedback provided.
- Sharing relevant information and good practice with children, young people, vulnerable adults, their families and supporting colleagues with debrief processes.
- Creating and maintaining an anti-bullying environment and ensuring we have policies and procedures to deal effectively with any bullying concerns that may arise.
- Ensuring that we provide a safe, physical environment for our children, young people, vulnerable adults, colleagues and volunteers by applying health and safety measures in accordance with the law and regulatory guidance.