



# Safeguarding Policy

## 1. Overview

This policy applies to all persons working for, or on our behalf the Company in any capacity, including employees at all levels, directors, officers, agency workers, volunteers, agents, contractors, and suppliers.



In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. In our sector, we understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our staff.

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their encountering Nexstor. This includes harm arising from:

-  The conduct of staff or personnel associated with Nexstor
-  The design and implementation of Nexstor's products and services

The policy lays out the commitments made by Nexstor and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

-  Sexual harassment in the workplace – this is dealt with under Nexstor's Anti-Harassment & Bullying Policy
-  Safeguarding concerns in the wider community not perpetrated by Nexstor or associated personnel

## 2. Statement

Nexstor believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Nexstor will not tolerate abuse and exploitation by staff or associated personnel.






This policy will address the following areas of safeguarding [as appropriate]: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

Nexstor commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

## 3. Prevention

### Nexstor's Responsibilities:





Nexstor will:

-  Ensure all staff have access to, are familiar with, and know their responsibilities within this policy.
-  Design and undertake all its services in a way that protects people from any risk of harm that may arise from their coming into contact with Nexstor. This includes the way in which information about individuals in our team is gathered and communicated.
-  Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel.
-  Ensure staff receive training on safeguarding at a level commensurate with their role in the organisation.
-  Follow up on reports of safeguarding concerns promptly and according to due process.

### Employee Responsibilities:



#### Child safeguarding

Nexstor staff and associated personnel must not:

-  Engage in sexual activity with anyone under the age of 18
-  Sexually abuse or exploit children
-  Subject a child to physical, emotional, or psychological abuse, or neglect
-  Engage in any commercially exploitative activities with children including child labour or trafficking



#### Adult safeguarding

Nexstor staff and associated personnel must not:

-  Sexually abuse or exploit at risk adults
-  Subject an at-risk adult to physical, emotional or psychological abuse, or neglect



#### Protection from sexual exploitation and abuse

Nexstor staff and associated personnel must not:

-  Exchange money, employment, goods, or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance.
-  Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

## Reporting

Additionally, Nexstor staff and associated personnel are obliged to:

-  Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy.
-  Report any concerns or suspicions regarding safeguarding violations by an Nexstor staff member or associated personnel to the appropriate staff member.

## 4. Enabling Reports

Nexstor will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by Nexstor's Whistleblowing Policy.

Nexstor will also accept complaints from external sources such as members of the public, partners, and official bodies.

### How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their line manager. If the staff member does not feel comfortable reporting to their line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate staff member. For example, this could be a senior manager or a Director.

## 5. Response

Nexstor will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. Nexstor will also apply appropriate disciplinary measures to staff found in breach of policy.

Nexstor will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

## 6. Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only, and should be kept secure at all times.