

## Safeguarding Policy

T J Evers works to ensure that all Vulnerable members of our society be it adults, young people or children coming into contact with our employees, workers, subcontractors or exposed to our construction activities are protected, treated with respect and kept safe.

At the same time, T J Evers works equally to protect its staff from the risk of unfounded allegation.

### **Our policy has been developed on the following Principles:**

1. That the wellbeing and safety of each member of our society is paramount.
2. That all persons regardless of disability, gender, racial or ethnic origin, religious belief and sexual orientation have the right to be protected from harm.
3. That it is everyone’s responsibility to report all suspicious concerns, that all allegations of any type of abuse will be properly investigated and dealt with in a swiftly and appropriately manner.
4. That all alleged poor practice incidents, misconduct and abuse will be taken seriously by T J Evers and responded to swiftly and appropriately.
5. That all personal data will be processed in accordance with the requirements of current legislation.


### **To enforce our policy TJ Evers will:**

1. Make sure that all its employees understand their legal and moral obligations to protect all vulnerable people from harm, abuse and exploitation.
2. Promote an ethos of safeguarding for all.
3. Make sure all its employees understand the process for raising concerns regarding safeguarding issues.
4. Make sure all its employees understand the process for reporting of allegations.
5. Ensure that any whistleblowing is addressed in a confidential manner.
6. Specifically ensure that all site-based employees, workers and subcontractors are aware of current T J Evers Construction Site Code of Practice.

### **Policy review.**

This policy and its procedures shall be reviewed at least annually to monitor effectiveness, to ensure accordance with any changes in legislation, to update guidance on the protection of children and vulnerable adults and to recognise any changes to key staff within T J Evers.

Furthermore, it will be reviewed following any concerns or issues that have been raised about T J Evers and the protection of children or vulnerable adults.

Signed:	
On behalf of TJ Evers Ltd	
Date:	22.11.2023

## T J Evers Safeguarding Construction Site Code of Practice

### **Safeguarding training will be provided to all Site Management Staff.**

The Construction Phase Health & Safety Plan will be developed to avoid contact with vulnerable members as much as is practicably possible, it will ensure that all site staff are fully briefed and aware of the T J Evers safeguarding code.

All T J Evers employees, site staff and sub-contractors will sub-scribe to the following code of practice.

Site Staff will:

1. Treat all vulnerable members of our society equally, with respect and dignity.
2. Ensure the welfare of vulnerable members is put first.
3. Stay within the confines of the agreed site, work area, access and egress areas.
4. Maintain records within the site office of all employees/sub-contractors names working on site each day.
5. Caution the use of electronic devices to reduce the risk of transfer of information, images or contact details.
6. Control the use of CCTV and photography with records being only stored and shared appropriately
7. Staff will avoid engaging in communication with all vulnerable members and follow the Principle of - "be polite but do not enter into conversation"
8. Staff will be fully instructed on tolerance levels regarding inappropriate language, dress, smoking or behaviour.
9. Staff will be fully briefed on the procedure for reporting any matters out of the ordinary or of concern.

Practice at sensitive premises / locations operating with vulnerable persons:

10. Evers management team expects to manage the process of checks with the disclosure barring services (DBS). This will require regular checks to have been completed for following;
  - Evers staff members visiting or supervising work activities within sensitive site premises/locations.
  - Specialist contractors' supervisors conducting or supervising works within sensitive site premises /locations.

Details demonstrating names and check number references can be made available to the operators of premises/ location.

11. Prior to works commencing in or adjacent to sensitive premises /locations, Evers Contracts and Site Management team will familiarise themselves with the operational procedures and requirements in such places and will co-operate with the operators to achieve a robust and transparent procedure to ensure that the Evers code of practice sits comfortably with requirements.

12. Evers engages with visitors, occasional and short duration contractors to complete works within the defined and segregated site areas that are in Evers direct control. Evers management and supervision of these persons will take full account of the necessary caution required and will inform them of the requirements of this code and to restrict their activities so as to avoid lone or unsupervised activity outside of the segregated construction site area. If access is required with such persons into sensitive locations then this will be compliance with the premises signing in procedures of that location.
13. In normal circumstance any concerns or allegations should be reported immediately to the Site Manager in a confidential environment or should the need arise to the Contracts Manager. T J Evers will review the incident and in the instance of any raised concerns, reporting or whistleblowing Evers will notify the relevant authority.

Furthermore, in accordance with the company policy, a duty of care exists regarding the conduct of fellow workers, visitors or suppliers – it is not acceptable to walk away – T J Evers will require our sites to promote, maintain and communicate this code to all!