

Wates Group is a family owned Construction, Development and Property Services business. Our work is guided by the purpose of, together, inspiring better ways of creating the places, communities and businesses of tomorrow.

The protection and safety of children and adults at risk is everyone's responsibility. All staff must recognise this and report any concerns for the wellbeing of children or adults at risk in accordance with Local Safeguarding Procedures.

Wates recognises its responsibilities to safeguard and promote the welfare of those at risk of abuse and this is at the heart of our Guiding Framework.



This requires us to:

- Listen to, value, encourage and support those we work with
- Provide clear procedures for identifying and dealing with concerns about possible abuse, and ensure local authority Safeguarding reporting procedures are followed
- Provide effective management for staff, through supervision, support and training
- Develop and maintain effective information sharing with statutory services and other agencies as appropriate
- Observe and report any suspicious activity that could be linked to threats of terror, radicalisation or other safeguarding concerns

Safeguarding is embedded within all Wates services to enable staff and those delivering services on our behalf to support people's right to live a life free from abuse, exploitation and intimidation.

We will take an intelligent approach to ensuring that our people and contractors have the knowledge and confidence to act and report on any safeguarding concerns.

Our employees and supply chain will work together with clients to ensure safeguarding issues are reported and acted upon appropriately. This is a team effort that will often involve clients and outside agencies working together to tackle sensitive issues in a professional manner.

We are committed to implementing systems and processes to ensure that positive action is taken where individuals at risk of harm or abuse are identified.

We believe that abuse of children or adults at risk violates fundamental human rights and we are committed to play our part in ensuring that this does not take place within our communities in which we work.

In adhering to this policy, in particular we will:

- Include, as part of our contracting processes, obligations to ensure data sharing and safeguarding compliance is in accordance with UK legislation.
- Encourage openness and provide support to anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to supporting anyone who reports an issue ensuring that they do not suffer any detrimental treatment as a result of reporting their suspicion.

Parts of our business are actively working and interacting with the public on a daily basis. During these interactions we may encounter individuals with extreme or radical views. If in the unlikely event these views manifest themselves with evidence of potential acts that could endanger life we will notify the relevant authorities in order to minimise any threat to our workforce and the general public.

This policy applies to all of our employees and those working with us or on our behalf. All of our employees are expected to cooperate and assist in the implementation of this policy by ensuring that safeguarding issues and risks are communicated to our supply chain.

The Executive Committee has overall responsibility for ensuring this policy is complied with and will review it at least once per year, and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of our business.

For and on behalf of the Executive Committee
DAVID ALLEN
 Chief Executive, July 2019