

SAFEGUARDING POLICY FOR CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK

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1. [Definitions, Legislation and Guidelines](#)
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1 Executive Summary

This policy relates to the safeguarding of children and young people (under 18), and adults at risk. The policy sets out TRP's commitment to safeguarding and our framework for responding to safeguarding concerns.

Safeguarding is a shared organisational responsibility at The Royal Parks, with clear accountability at all levels of the organisation. While everyone has a role in identifying and reporting concerns, ultimate responsibility for safeguarding sits with the Board of Trustees, supported by senior leadership and delegated safeguarding roles.

Every staff member, trustee, and volunteer should be alert to safeguarding concerns and address them as set out in this policy and its associated procedures.

Safeguarding concerns should always be reported promptly, in accordance with the Safeguarding Procedures. Concerns should always be reported, regardless of the perceived seriousness. Individuals should not assume someone else will have reported it.

Staff, volunteers and trustees are not expected to determine whether a concern is substantiated, but to recognise concerns and report them promptly in line with the Safeguarding Procedures.

2 Policy Statement

The Royal Parks is committed to maintaining effective safeguarding practices, as set out in TRP Safeguarding Principles and Commitment below, across all its parks, activities, services and online engagement. We are committed to providing welcoming, respectful and inclusive environments, supporting safe and positive experiences for everyone, including children, young people, and adults at risk (those at risk of abuse, neglect, exploitation, or harm, including radicalisation).

Safeguarding is integral to how TRP operates. We recognise that safeguarding risks may arise in a range of contexts, including through public access to the parks, organised activities, events, services and engagement with third parties. TRP will take all reasonable steps to prevent harm, respond appropriately to concerns and work in partnership with relevant agencies where required.

Failure to comply with this policy may lead to disciplinary action for employees, up to and including dismissal. It may also, where appropriate, lead to referral to the Disclosure and Barring Service (DBS) or other relevant bodies.

3 Implementation of this policy

In the event of a safeguarding incident or serious concern, this policy sets out how decisions are made, how concerns are escalated, and where accountability sits, including how TRP works with statutory agencies and partners to protect individuals from harm.

Failure to follow this policy and associated procedures may result in harm to children, young people and adults at risk, and may result in legal and reputational action against TRP and individuals. Relevant legislation, statutory guidance and definitions are set out in **Appendix 1**.

This policy provides the overarching framework for safeguarding at TRP and must be read alongside the [Safeguarding Procedures for Children & Young People](#) and the [Safeguarding Procedures for Adults at Risk](#), which provide detailed guidance on recognising, reporting and responding to safeguarding concerns across all TRP activities and sites.

3.1 Who this policy applies to

Safeguarding is a shared responsibility across TRP. This policy, and its associated procedures, apply to all individuals working for the organisation, including:

- Trustees
- Employees (including temporary, agency, freelance and contract staff (hereafter referred to as "**staff**"))
- Volunteers

This policy also applies to safeguarding concerns that arise in connection with activities, services or individuals operating within the Parks, including where information is received from third parties.

Details of how to report safeguarding concerns are set out in the Safeguarding Procedures. All safeguarding concerns will be reviewed by the TRP Designated Safeguarding Lead or a Deputy Safeguarding Lead, who will determine the most appropriate course of action, including escalation to senior leadership and/or referral to statutory agencies when required.

Further guidance, including contact details for Safeguarding Leads, is available on TRP's intranet: [Safeguarding in the Royal Parks](#).

3.2 Who this policy protects: Children and Young People

For the purposes of this policy, children and young people are defined as anyone under the age of 18.

TRP follows the principle set out in the Children Act 1989 that the welfare of the child is paramount. This is supported by the Children Act 2004, the Children and Social Work Act 2017, and the statutory guidance Working Together to Safeguard Children (2023).

All children and young people have the right to be protected from abuse, neglect, exploitation and harm, including being drawn into extremism or radicalisation, regardless of background or personal characteristics.

While children and young people may visit TRP independently, with families, or as part of organised groups, parents, carers, teachers, and group leaders retain primary responsibility for supervision during these visits and activities.

3.3 Who this policy protects: Adults at Risk

TRP is committed to safeguarding adults at risk, as defined by the Care Act 2014, and to protecting adults who may be vulnerable to abuse, neglect, exploitation or radicalisation due to factors such as age, disability, physical or mental health needs, social isolation or personal circumstances.

All adults have the right to be protected from abuse, neglect, exploitation and harm, including risks linked to radicalisation. TRP recognises the importance of

identifying vulnerability, understanding factors that may increase risk and responding appropriately when concerns arise.

3.4 Working with partners and third parties

TRP works with a range of partners, contractors, concessionaires and licence holders across its estate.

While third parties remain responsible for their own safeguarding policies and procedures, TRP is committed to ensuring that appropriate safeguarding expectations, assurance and reporting arrangements are in place through contracts, agreements, licences and working practices.

Where safeguarding concerns arise that relate to activities, services or individuals within the Parks, TRP will take appropriate action within its remit and manage its response in line with this policy and the Safeguarding Procedures.

4 Key Principles and Commitment

TRP is committed to an effective safeguarding culture.

TRP recognises that:

- The welfare of children and young people is paramount, as set out in the Children Act 1989, and must guide all safeguarding responses;
- All children, young people and adults at risk have an equal right to protection from abuse, neglect, exploitation and harm, and safeguarding responses must be inclusive, proportionate and non-discriminatory;
- Safeguarding is most effective when concerns are identified early and addressed through timely, proportionate action, including partnership working with statutory agencies;
- Primary responsibility for supervising children and young people visiting or engaging with TRP (onsite, offsite and online) rests with their supervising adult (parent, carer, teacher, tutor or coach, mentor or group leader).

TRP will take all reasonable steps to safeguard and protect children, young people, adults at risk and adults who may be vulnerable from abuse, neglect, exploitation, harm and radicalisation.

To achieve this, TRP will:

- ensure clear safeguarding procedures are in place for recognising, reporting, recording, and responding to safeguarding concerns;
- promote safe recruitment and appropriate checks, in line with its Safeguarding Procedures, Recruitment Policies, and UK Safer Recruitment guidelines;
- provide mandatory safeguarding training for staff appropriate to their roles and responsibilities;
- maintain effective reporting and escalation arrangements, including escalation of serious concerns to senior staff and trustees where required;
- ensure all staff, trustees and volunteers understand expected standards of behaviour when working with children, young people and adults at risk, and take prompt action where concerns arise;

- work in partnership with statutory agencies and relevant bodies when required; and
- ensure appropriate safeguarding expectations, assurance and a positive safeguarding culture are promoted across the organisation and with third-party organisations.

5 Safeguarding Roles and Responsibilities

TRP has a Designated Safeguarding Lead who leads and coordinates TRP's safeguarding framework, supported by TRP's Safeguarding Group.

The **Safeguarding Group** comprises:

- The Safeguarding Trustee Lead (from our Board of Trustees)
- The Safeguarding Sponsor (TRP Chief Executive)
- The General Counsel
- The Director of Communications, Marketing and Engagement
- The Designated TRP Safeguarding Lead and Deputies
- A team of Safeguarding Leads (**SL**) from across the organisation.

Individual roles and responsibilities are set out in **Appendix 2**.