



Constellation Group

Safeguarding Policy Statement

Prior to their engagement with Constellation Group all Consultants will undertake appropriate training which will include an introduction to this Safeguarding Policy Statement.

All Constellation Group's Consultants will be required to evidence current DBS status prior to undertaking any work where they will have contact with children or young persons.

Safeguarding is the action that is taken to promote children's welfare and protect them from harm. Child protection is part of the safeguarding process. It focuses on protecting individual children who might be at risk of harm.

Constellation Group's consultants can become an important part of a child or young person's life. Over a period of time consultants can build up a strong, trusting relationship with children and their families and play a key role in providing support.

Constellation Group's Consultants will have varied roles. Whilst delivering agreed Consultancy sessions once the Consultancy Feedback has been delivered to parents / guardians / representatives, they will usually work with children on a one-to-one basis via online video but may, on occasion and with knowledge and permission of the Managing Director work with children in the child's home or in a recognised workplace.

Like anyone who works with children, *Constellation Group's Consultants* have a responsibility to promote children's wellbeing. It's important they are able to recognise and respond appropriately to any concerns, and help keep children safe. It's also vital to make sure children and young people are safe during a consultancy session. This includes making sure all *Constellation Group's Consultants* have undergone the necessary checks, and steps are taken to mitigate any risks during sessions. *Constellation Group's Consultants*, parents and children need to be clear about professional boundaries and appropriate behaviour to avoid any potential misunderstandings or allegations.