



Imagery

We have created the following standalone visual material to encourage people to understand welfare and safeguarding concerns. They can be printed as posters and displayed in communal areas, appear on the team section of websites, or in joining information for new starters. Ultimately you want to ensure they are clearly visible to everyone across the business.

Feel free to use these as set or amend the examples and fill in the name and contact details of your safeguarding or welfare lead.

Make sure to update the posters if your safeguarding or welfare lead changes.

If you wish to create your own posters, feel free to use the copy from these posters or make your own from scratch. We encourage content to include:

What is safeguarding/ are welfare concerns

- Define safeguarding/inappropriate behaviours
- Name/details of safeguarding/welfare contact for reporting

Documenting and reporting

- How to report
- What to report

SAFEGUARDING AND WELFARE PROTECTION

DOCUMENTING AND REPORTING



Safeguarding is protecting individuals' health, well-being, and rights by creating a safe environment, preventing harm and abuse.

TAKE NOTE

1. **Who?** Describe the person(s) involved
2. **What?** Note down what happened
3. **When and where?** Record the time, date, and specific location
4. **Report it** to your nominated safeguarding lead.

Your Safeguarding/Welfare Lead

Name:

Contact Email:

IF YOU WITNESS A SAFEGUARDING OR WELFARE CONCERN...



IF YOU NEED SUPPORT WITH A WELFARE CONCERN



Scan to access our support page



RECOGNISING AND PREVENTING PREDATORY BEHAVIOR AT WORK

Your Safeguarding/
Welfare Lead

Name:

Contact Email:



SPOT THE SIGNS

Look out for inappropriate comments, unwanted physical contact, or attempts to isolate others.



REPORT IT

Use your company's reporting system, contact HR, or report anonymously if needed.



FOSTER A SAFE ENVIRONMENT

Encourage open communication, provide regular training, and ensure no one works alone in vulnerable situations.



SPEAK UP

Call out inappropriate behavior directly, and support colleagues who may be targeted.



SET BOUNDARIES

Know and enforce workplace policies on harassment and inappropriate conduct.

