

Safeguarding Policy

Our Commitment

At Jenny Garrett Global (Reflexion Associates Limited), we're committed to safeguarding children, young people and adults at risk. Everyone has the right to be safe from harm, and we take our responsibility to protect people seriously.

This policy applies to all our work, including leadership development programmes, coaching, and our work with young people through Rocking Ur Teens.

Who This Applies To

This policy applies to everyone who works with us: employees, associate facilitators, trainers, coaches, contractors and volunteers. All are expected to share our commitment to safeguarding.

Designated Safeguarding Lead

Our Designated Safeguarding Lead is:

Jenny Garrett OBE

Email: jenny@jennygarrett.global

Phone: +44 (0) 8447764744

Recognising Abuse

Abuse can take many forms, including:

- **Physical abuse:** Hitting, pushing, restraining, giving inappropriate medication
- **Emotional abuse:** Threats, intimidation, humiliation, isolation, bullying
- **Sexual abuse:** Any sexual activity without consent
- **Neglect:** Failure to meet basic needs or provide adequate care
- **Financial abuse:** Theft, fraud, exploitation, pressure around money

What To Do If You Have Concerns

If you're worried about a child, young person or adult at risk:

- **Take it seriously:** Listen carefully and don't dismiss concerns
- **Don't investigate:** That's not your role – pass it on
- **Record:** Write down what you've seen or been told, using their words
- **Report:** Contact the Designated Safeguarding Lead immediately

If someone is in immediate danger, call 999.

Safer Recruitment

For roles involving regular contact with children, young people or adults at risk, we:

- Require enhanced DBS checks
- Take up references
- Verify identity and qualifications

- Include safeguarding in our selection process

Training

Everyone who works with children, young people or adults at risk receives appropriate safeguarding training and regular updates.

Useful Contacts

- Police (emergency): 999
- NSPCC Helpline: 0808 800 5000
- Childline: 0800 1111
- Local authority safeguarding teams (contact details vary by area)

Signed: Jenny Garrett OBE

Date: December 2025

Next review: December 2026