



Safeguarding Policy for Volunteers

1. Purpose

This policy outlines how Track Academy ensures the safety, wellbeing and fair treatment of all volunteers involved in our programmes.

2. Scope

Applies to all individuals volunteering with Track Academy regardless of their role, location, or level of responsibility.

3. Principles

- The safety and wellbeing of volunteers is paramount.
- Volunteers should be treated with dignity, respect and fairness.
- Volunteers have the right to work in an environment free from abuse, harassment, and discrimination.
- Safeguarding is everyone's responsibility.

4. Roles & Responsibilities

- Safeguarding Lead: Yvonne Simpson and Erick Sanchez/Designated Safeguarding Leads. Responsible for overseeing safeguarding procedures and responding to concerns.
- All Staff & Volunteers: Must comply with this policy and report concerns immediately.

5. Recruitment & Induction

- Volunteers will undergo appropriate recruitment checks (e.g. DBS where relevant).
- All volunteers will receive a safeguarding induction and access to the Safeguarding Policy.

6. Code of Conduct

Volunteers are expected to:

- Maintain appropriate boundaries at all times.
- Report safeguarding concerns promptly.
- Not engage in behaviour that could be perceived as abusive or exploitative.
- Follow all organisational policies, especially those related to safeguarding and confidentiality.



7. Reporting Concerns

- Concerns should be reported to the Safeguarding Lead or Deputy.
- All reports will be taken seriously and responded to in line with our safeguarding procedures.
- Volunteers are protected from reprisal when reporting concerns in good faith.

8. Training & Support

- Volunteers will be offered relevant safeguarding training.
- Regular check-ins will be conducted to ensure wellbeing.

9. Review

This policy will be reviewed annually or following any significant incident or changes in legislation.

Last updated: April 2026

Signed by CEO of Track Academy:

A handwritten signature in black ink that reads 'Patrik Ewe'.

Name: Patrik Ewe

Date signed: 10 April 2026