



Recon Devon – Safeguarding Statement

Applicability:

This statement applies to all Recon Devon employees, associates, and volunteers.

Our Commitment

At Recon Devon, we firmly believe that every child and young person has the right to grow up safe from harm. Safeguarding is everyone's responsibility, and we are committed to promoting the welfare of all children and young people through best practices, integrity, and proactive engagement.

Our Core Beliefs

- Children and young people should never experience abuse of any kind.
 - Everyone involved with Recon Devon has a duty to protect and promote the welfare of children and young people.
 - Safeguarding must be embedded in everything we do.
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We Recognise That:

- The welfare of children is paramount in all our decisions and actions.
 - All children—regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation—have an equal right to protection from all forms of harm or abuse.
 - Some children and adults may face additional vulnerabilities due to past experiences, communication needs, dependency, or other factors.
 - Partnership working with families, carers, and relevant agencies is essential in safeguarding children effectively.
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Our Safeguarding Approach

Recon Devon is committed to keeping children and young people safe by:

- Valuing, respecting, and listening to them.
- Appointing a Designated Safeguarding Lead (DSL) and a lead board member for safeguarding.

- Adopting child protection best practices through policies, procedures, and staff/volunteer codes of conduct.
 - Implementing a robust online safety policy and procedures.
 - Providing staff and volunteers with effective supervision, support, training, and quality assurance.
 - Recruiting staff and volunteers safely and carrying out necessary vetting checks.
 - Handling and storing information securely and in line with data protection legislation.
 - Sharing safeguarding information and best practices with children, young people, and their families.
 - Ensuring families know how to access help and support when needed.
 - Sharing concerns appropriately with relevant agencies and involving families as appropriate.
 - Managing allegations against staff and volunteers responsibly and in line with policy.
 - Maintaining a zero-tolerance approach to bullying, supported by clear policies and procedures.
 - Upholding effective complaints and whistleblowing processes.
 - Reviewing and reporting on the effectiveness of safeguarding practices at directors' meetings.
 - Creating a culture of safeguarding where everyone feels respected, heard, and safe to raise concerns.
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If You Are Concerned About a Child or Family:

Please take immediate action.

- Speak to our Founder and Lead Practitioner: **James Dashwood**
- Contact the DSL (James Dashwood): **jd@recondevon.co.uk**
- Contact the Devon Multi-Agency Safeguarding Hub (MASH):
☎ 0345 155 1071
✉ mashsecure@devon.gov.uk

If a child is in immediate danger, call the police on 999.

Guiding Policies and Frameworks

Our safeguarding work is guided by the following:

- *Keeping Children Safe in Education (2023)* – Department for Education
- *Working Together to Safeguard Children (2018)* – Department for Education
- *Recon Devon Safeguarding Policy* including:
 - Procedures for managing allegations against adults
 - Actions to take if you're concerned about a child



- Role-specific procedures across Recon Devon's services