



DEAF CAN!

BREAKING BARRIERS; CREATING OPPORTUNITIES

Safeguarding Children's Policy

In this Privacy Policy, 'Deaf Can!', 'we' or 'our' means:

Deaf Can! LTD (Registered Company in England - No. 14960477).

Safeguarding Children Policy

Policy Statement: DeafCan! is committed to safeguarding and promoting the welfare of all children and young people that we teach. We believe that every child, regardless of age, ability, gender, race, religion, sexual orientation, or background, has the right to be protected from harm. Our organisation recognises the duty of care it has to ensure that all children are protected from abuse and neglect, and we will take all necessary steps to ensure their safety and well-being.

1. Purpose of the Policy

This safeguarding policy aims to:

- Ensure that all children and young people accessing services, education, or activities through our organisation are protected from harm.
- Provide clear procedures for identifying and reporting concerns about a child's welfare.
- Promote a culture of vigilance and support for safeguarding children.
- Support staff and volunteers with the appropriate training and resources to fulfil their safeguarding responsibilities.

2. Scope

This policy applies to:

- All staff, volunteers, contractors, and visitors.
- All educational activities and services provided by the organisation.
- Children and young people up to the age of 18, including those with special educational needs and disabilities.

3. Definitions

- **Child:** A person under the age of 18.
- **Safeguarding:** Protecting children from maltreatment, preventing impairment of their health and development, ensuring they grow up in circumstances consistent with safe and effective care, and taking action to enable all children to have the best outcomes.
- **Abuse:** Includes physical abuse, emotional abuse, sexual abuse, and neglect.

4. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** The DSL is responsible for the oversight of safeguarding within the organisation. They will:
 - Ensure staff are trained in safeguarding practices.
 - Act as a point of contact for safeguarding concerns.
 - Maintain records and ensure proper reporting procedures are followed.
- **Staff and Volunteers:** All staff and volunteers have a duty to:
 - Report any concerns about a child's welfare to the DSL.
 - Maintain a professional relationship with students and avoid any behaviour that could be interpreted as inappropriate.
 - Complete mandatory safeguarding training.
- **Senior Management:** Responsible for ensuring the policy is implemented effectively, monitored, and regularly reviewed.

5. Training

All staff and volunteers will receive safeguarding training that is:

- Appropriate to their role and responsibilities.
- Regularly updated to reflect changes in legislation and good practice.
- Delivered by qualified trainers or the DSL.

6. Reporting Concerns

Any member of staff or volunteer who has a concern about the welfare of a child must:

1. **Immediately report** their concern to the DSL or, in their absence, to a deputy DSL.
2. **Record the concern** in writing, using the organisation's safeguarding reporting form.
3. **Follow confidentiality** procedures, ensuring the matter is only discussed with appropriate personnel.

The DSL will:

- Assess the concern.
- Take appropriate action, which may involve:
 - Consulting the child's parents/carers.
 - Referring the matter to local safeguarding authorities.
 - Maintaining detailed records of the concern and any subsequent action.

7. Confidentiality and Information Sharing

All information related to safeguarding concerns will be handled in line with confidentiality guidelines. Information will be shared only on a need-to-know basis and with the appropriate authorities where necessary to protect the child.

8. Whistleblowing

Staff are encouraged to report any concerns they have about the behaviour of colleagues, contractors, or volunteers if they believe it poses a risk to children. This can be done confidentially via the whistleblowing procedure.

9. Code of Conduct

All staff, volunteers, and contractors are expected to adhere to the following principles when interacting with children:

- Always act in the best interest of the child.
- Avoid situations where they are alone with a child unless necessary for their role.
- Maintain professional boundaries at all times.

10. Safer Recruitment

The organisation follows strict recruitment processes to ensure that all staff and volunteers are suitable to work with children. This includes:

- Verifying qualifications and experience.
- Conducting DBS (Disclosure and Barring Service) checks.
- Obtaining references from previous employers.

11. Monitoring and Review

This safeguarding policy will be reviewed annually, or when there are changes in legislation or best practices, to ensure it remains effective.

12. Policy Approval

This policy has been approved by senior management and will be disseminated to all staff and volunteers.

Designated Safeguarding Lead (DSL): Kayode Francis

Date of Policy Implementation: September 2024

Date of Next Review: September 2025