

Destiny is Stipulated by You.

The logo consists of the letters 'DSY' written in a blue, cursive, handwritten-style font. The 'D' is a simple loop, the 'S' is a continuous curve, and the 'Y' has a long, sweeping tail that loops back under the 'S'.

The brand.

Safeguarding Policy &
Procedure.

Designated lead(s):

Davinia Scott-Young

Cara-Anne Lloyd

Contact details: 07534569433 – contact@dsysocials.com

If there is **immediate concern** about capacity or welfare, please contact **designated lead**.

If there is an **immediate danger** to the individual, please contact the **police on: 999**

Purpose.

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with DSYs. This includes harm arising from:

- The conduct of staff or personnel associated with DSYs
- The design and implementation of DSY's programmes and activities

This policy sets out DSY's (and all related brands) approach to safeguarding and promoting the welfare of children and vulnerable adults and informs staff and associated personnel of their responsibilities in relation to safeguarding. It applies to all aspects of our work and to everyone working for DSY/s, including permanent and temporary employees, contractors and self-employed. Everyone working for DSYs has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it.

No one working for DSY should investigate concerns about individual children or vulnerable adults who are or may be being abused or who are at risk. However, this does not mean that we should do nothing when we learn of a concern. We all have a responsibility to make sure that concerns about children and vulnerable adults are passed to the agency that can help them without delay.

If anyone is concerned that a child or vulnerable adult is at risk of being abused or neglected, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

Concerns about children should be referred to the children's social care department of the local authority where the child lives. Similarly, concerns about vulnerable adults should be referred to local authority adult services. Our processes for referrals are set out in Ofsted's internal guidance 'Handling safeguarding concerns about children and vulnerable adults'.

If anyone working for DSY/Deevah's CIC is in any doubt about what to do, they should consult their line manager.

Anyone working for Ofsted who has concerns about the behaviour of a colleague must always raise this with their line manager or the Head of HR as quickly as possible.

DSY's responsibilities

DSY/Deevah's CIC will:

- Ensure staff and volunteers are suitably DBS checked in line with the roles they are undertaking

- Ensure all staff and volunteers have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programs and activities in a way that protects people from any risk of harm that may arise from their coming into contact with DSYs and associated brands. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Implement stringent safeguarding procedures when recruiting, managing, and deploying staff and associated personnel
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process

Staff responsibilities

Child safeguarding

DSY/Deevah's staff and associated personnel **must not**:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional, or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

DSY/Deevah's staff and associated personnel **must not**:

- Sexually abuse or exploit at risk adults
- Subject an at-risk adult to physical, emotional, or psychological abuse, or neglect

Protection from sexual exploitation and abuse

DSY/Deevah's CIC staff and associated personnel **must not**:

- Exchange money, employment, goods, or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics

Additionally, DSY/Deevah's CIC staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by an DSY/Deevah's staff member or associated personnel to the appropriate staff member

Enabling reports

The organisation will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with. We will also accept complaints from external sources such as members of the public, partners, and official bodies.

How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their Safeguarding Focal Point **Davinia Scott-Young** or line manager.

Response

DSY/Deevah's CIC will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. We will apply appropriate disciplinary measures to staff found in breach of policy.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only and should be kept secure at all times.