



Safeguarding Policy

1. Introduction

At Engage Community, the safety and wellbeing of every child is our highest priority. We are committed to creating and maintaining a **culture of safety** in which children are protected from harm, supported in their development, and empowered to thrive.

This policy reflects the statutory guidance in:

- *Working Together to Safeguard Children (2023)*
- *Keeping Children Safe in Education (2024)*
- *The Prevent Duty (2015)*

It applies to all staff, volunteers, parents/carers, and children involved in Engage Community activities.

2. Our Safeguarding Commitment

Safeguarding and promoting the welfare of children means:

- Providing help and support as soon as concerns arise.
- Protecting children from maltreatment, abuse, neglect, and exploitation.
- Ensuring children grow up in safe, supportive, and effective care environments.
- Taking action to enable the best possible outcomes for all children.

Safeguarding is everyone's responsibility. All staff and volunteers are expected to know this policy and act on any concerns without delay.

3. Designated Safeguarding Leads (DSLs)

- **DSL:** Matt Price (CEO Engage Community)
- **Deputy DSL:** Ntinga Mpiko (SCCO Engage Community)

The DSL (or Deputy in their absence) is available during all sessions and is responsible for:

- Coordinating safeguarding and child protection.
 - Liaising with statutory agencies (e.g., Social Care, Police, Local Authority).
 - Supporting staff in recognising and reporting concerns.
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4. Recognising Types of Abuse and Neglect

Staff are trained to identify and respond to all forms of abuse:

- **Emotional abuse** – persistent emotional maltreatment causing severe impact on a child's wellbeing.
- **Physical abuse** – intentional harm such as hitting, shaking, or inappropriate restraint.
- **Sexual abuse** – forcing or enticing a child into sexual activity, contact or non-contact.
- **Neglect** – persistent failure to meet a child's basic needs (food, clothing, shelter, supervision, medical care).

Staff are also trained to recognise:

- **Peer-on-peer abuse** (including bullying, sexual harassment, and sexting).
- **Domestic abuse** exposure.
- **Female Genital Mutilation (FGM)** – a criminal offence and form of abuse.
- **Child criminal or sexual exploitation (CCE/CSE)**.
- **Online abuse and grooming**.
- **Extremism and radicalisation** risks.

5. Responding to Concerns or Disclosures

If a child discloses or staff suspect abuse:

- Listen calmly and **do not promise confidentiality**.
- Reassure the child that they are right to speak up and it is not their fault.
- Record the concern promptly, using the child's own words where possible.
- Report the concern immediately to the DSL.
- The DSL will decide on next steps, including referral to Social Care, Prevent, or Police.

If staff feel a concern is not being acted on properly, they have a duty to escalate directly to Social Care or call 999 in an emergency.

6. Extremism and Radicalisation

Engage Community has a legal duty to prevent children from being drawn into extremism. Signs may include:

- Sudden behavioural changes.
- Claiming violence is justified.
- Viewing or sharing extremist material online.
- Expressing extremist views or associations.



Concerns are logged and reported to the DSL, who will liaise with the Local Authority Prevent Coordinator or the Police as appropriate.

7. Allegations Against Staff

If an allegation of abuse is made against a staff member or volunteer:

- Record the allegation on an Incident Record Form.
- Report immediately to the DSL, who will inform the **Local Authority Designated Officer (LADO)**.
- Ofsted and other statutory bodies will be notified where required.
- Staff may be suspended pending investigation.
- If appropriate, a referral will be made to the Disclosure and Barring Service (DBS).

Whistleblowing procedures are in place to ensure staff can raise safeguarding concerns about colleagues without fear of reprisal.

8. Safer Recruitment

Engage Community follows safer recruitment practices, including:

- Enhanced DBS checks.
 - Identity and reference checks.
 - Disqualification declaration under the Childcare Act.
 - No staff member starts work until all checks are completed.
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9. Staff Training and Awareness

- DSL and Deputy DSL receive accredited training every 2 years.
 - All staff receive **annual safeguarding training** and ongoing updates.
 - All staff complete Prevent Duty and FGM awareness training.
 - Safeguarding is a standing agenda item in team meetings.
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10. Safeguarding in Practice

- **Mobile phones and cameras** – only Engage Community devices may be used for photos/videos, with parental consent. Personal devices must not be used.
- **Online safety** – staff supervise all online activity. Our e-Safety Policy sets out protections against grooming, exploitation, and inappropriate content.
- **Environment** – all activities are risk assessed to ensure safety and inclusion for all children.



11. Parental Engagement

We believe safeguarding works best in partnership with families. Parents are informed about policies, updated on safeguarding issues via newsletters or meetings, and encouraged to raise any concerns directly with staff or the DSL.

12. Contact Numbers

- **Social Care:** Contact Matt Price for your area
 - **Out of hours Social Care:** Contact Matt Price for your area
 - **Local Authority Designated Officer (LADO):** Contact Matt Price for your area
 - **Police:** 101 (non-emergency) / 999 (emergency)
 - **Anti-terrorist hotline:** 0800 789 321
 - **NSPCC Helpline:** 0808 800 5000
 - **Ofsted:** 0300 123 1231
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13. Policy Monitoring and Review

This policy will be:

- Reviewed annually, or sooner if statutory guidance changes.
- Shared with all staff, volunteers, and parents.
- Signed off by Engage Community Management.

Adopted by Engage Community

Date: 01.09.2025

Signed: M Price