



Blade Education Safeguarding Policy
(Adopted from NSPCC example safeguarding policy 2022)
Reviewed November 2024

Mission statement:

In our work with children, young people or adults who may be at risk due to age, illness or disability, Blade Education will endeavour at all times to provide services and activities which minimise risk and are as safe as we can make them. We aim to protect our service users from harm or maltreatment, prevent the impairment of health or development, ensure the provision of safe and effective care, promote people's life chances and ensure children enter adulthood successfully. We will work in partnership with other agencies to put in place appropriate procedures for reporting, making referrals, accessing training and specialist support, as and when required.

Safer recruitment:

Blade Education will seek to recruit using appropriate procedures, safeguards and checks. We will take up references for all posts and volunteer roles prior to appointment. We will use Disclosure & Barring Service (DBS) checks to help us to assess suitability and where there is eligibility to do so by determining which roles are in regulated activity and therefore subject to a barring list check and those roles eligible for enhanced DBS checks only. We will assess any criminal record information that is disclosed in line with our data protection and equalities policies. We will provide an induction for all new volunteers and staff, appropriate training to enable all personnel to undertake their roles safely and confidently, and ongoing training as benefits the personal and professional development of individuals and of our organisation. We will review our recruitment procedures in response to changes in legislation and systems external to our organisation e.g. DBS and barring list checks.

Volunteers:

Volunteers will be offered the equal opportunities for advancement, responsibility, training and acknowledgement for their contribution to BE projects. Volunteers will be expected to adhere to the Code of Conduct at all times as a representative of our organisation. Any volunteer roles, which would be regulated activity if unsupervised, will be appropriately supervised in accordance with statutory guidance.

Designated Safeguarding Lead:

Our appointed Designated Safeguarding Lead is Beth Hooper from May 2024 and supported by Alastair Deacon as deputy, who will be available to all staff, volunteers and service users to speak to when they have any concerns, issues or complaints regarding the safety, well-being or conduct of

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Blade Education
Safeguarding Policy

service users, volunteers and staff. The designated safeguarding lead and deputy will liaise with appropriate local and national agencies, contribute to appropriate policies, maintain records and keep confidentiality, adhere to and promote this policy within the organisation, and support or provide access to support for individuals suffering harm or abuse.

Training for Staff:

All staff working with Blade Education will be provided with Safeguarding Training via the NSPCC Learning platform that is relevant to the groups and individuals we are working with on any given project.

Awareness of harm and abuse in our organisation :

Harm is caused by accidents, deliberate abuse (physical, sexual, emotional, financial), neglect (deliberate or not) or factors such as bullying, prejudicial attitudes or a failure to enable a person to participate in activities that are open to most of their peers. All incidents of harm to anyone involved in our service will require an appropriate response to reduce risks and improve our service. Deliberate acts of harm (sexual, physical, emotional and financial) and neglect are abuses against the person and will incur disciplinary proceedings and require reports and referrals to social services, the police, other professional bodies and the Disclosure and Barring Service (DBS) if in regulated activity.

Significant harm:

Significant harm is the accepted point at which it is appropriate to refer the situation to statutory agencies. The harm may take place over a number of incidents or might be a single, serious incident. Where there is risk of significant harm to our service users, volunteers or staff, the Designated Safeguarding Lead and deputy are empowered to act accordingly.

- To log all conversations regarding the issue
- To sign and request signatures on reports and statements
- Confidentially seek advice from expert sources
- Share concerns (with consent where required) internally with Chair of the Board
- Share concerns and make referrals to external agencies such as Social Services, the Police or NSPCC as appropriate to the circumstances
- Make a referral to the Disclosure and Barring Service regarding staff or volunteers in regulated activity whose conduct is harmful to service users and when they are removed from regulated activity

Confidentiality:

There is nothing in legislation that prevents the sensible sharing of relevant information to prevent harm to an individual or to assist in the prevention or detection of a crime. All reports and logs

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Blade Education
Safeguarding Policy

(including personnel records) will be kept securely and confidentially according our data protection policy and confidentiality statement, or in line with DBS Code of Practice if appropriate, until or unless it is necessary to share this material with the agencies named above. Information will be shared on a “need-to-know” basis only.

Communication:

Blade Education will communicate this policy to all staff, volunteers, service users and, if appropriate, their families or carers, using appropriate methods, formats and language to get the essence across. We support and encourage all service users, volunteers and staff to speak up and contact the named Designated Safeguarding Lead or deputy where there is:

- a concern about practice or treatment of a service user or colleague, or their circumstances
- a disclosure information about a person at risk of or suffering from significant harm
- an allegation that a volunteer or staff member could cause harm to a person in their care

Staff or volunteers can report things that aren't right, are illegal or if anyone at work is neglecting their duties, putting someone's health and safety in danger or covering up wrongdoing.

In the first instance they should speak with the Safeguarding Lead or their deputy (Beth Hooper). We would prefer our members and personnel to use internal processes whenever possible to make a report as above, but this does not prevent them from making a report or referral to statutory agencies such Social Services or the Police, in their own right as a private individual. We also support our staff or volunteers to raise concerns or to disclose information, which they believe shows malpractice.

Signed:

Position: Creative Director

Date: 20/11/2024

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