



Disability in Action Safeguarding Policy

Introduction

The safety and well-being of all participants, staff, and volunteers are of paramount importance. This safeguarding policy outlines our commitment to creating a safe, inclusive, and nurturing environment for all individuals involved in our activities.

Scope

This policy applies to all staff members, volunteers, participants, parents/guardians, and anyone else involved in all activities Disability in Action provides.

Principles

- Every individual has the right to be protected from harm, abuse, neglect, and exploitation.
- We will treat all participants with dignity, respect, and sensitivity to their individual needs.
- We will work in partnership with parents/guardians, carers, and relevant authorities to safeguard the welfare of participants.
- All staff and volunteers have a responsibility to report any safeguarding concerns promptly and appropriately.

Responsibilities

- **Management:** The camp management team is responsible for implementing and monitoring this safeguarding policy, providing appropriate training, and ensuring compliance with relevant laws and regulations.
- **Staff and Volunteers:** All staff and volunteers must familiarise themselves with this policy, undergo safeguarding training, and adhere to the guidelines outlined herein. They should also report any safeguarding concerns to the designated safeguarding officer (Martin Samm and/or Zoe Wood).

Written by: Martin Samm

Position: Company Director and Designated Safeguarding Lead

Date written: 6th April 2024

Review Date: April 2025 or sooner if deemed required.



- Participants and Parents/Guardians: Participants and their parents/guardians should be aware of the camp's safeguarding procedures and feel comfortable reporting any concerns they may have.

Prevention Measures

- All staff and volunteers will undergo background checks and vetting procedures before being allowed to work with participants.
- Risk assessments will be conducted for all activities, and appropriate safety measures will be implemented.
- Staff-to-participant ratios will be maintained to ensure adequate supervision and support.
- Clear guidelines will be provided regarding acceptable behaviour and conduct for staff, volunteers, and participants.
- Participants will be encouraged to communicate openly and report any concerns or incidents to a trusted adult.

Response Procedures

- Any safeguarding concerns or incidents should be reported immediately to the designated safeguarding officer.
- Safeguarding concerns will be submitted onto our reporting tool MyConcern (see reporting procedure).
- The designated safeguarding officer will assess the situation, take appropriate action to ensure the safety and well-being of the individual(s) involved, and follow the camp's reporting procedures.
- Depending on the severity of the concern, and whether the concern breaches local authority thresholds, external agencies such as social services or law enforcement may be contacted for further assistance and intervention.
- The camp management team will provide support to all parties involved in safeguarding incidents and ensure that appropriate follow-up actions are taken.

Written by: Martin Samm

Position: Company Director and Designated Safeguarding Lead

Date written: 6th April 2024

Review Date: April 2025 or sooner if deemed required.



Confidentiality

- All safeguarding concerns and incidents will be handled with the utmost confidentiality, with information shared only on a need-to-know basis and in compliance with data protection laws.
- Staff, volunteers, and participants should be made aware of the importance of confidentiality and the consequences of breaching it.

Review and Monitoring

- This safeguarding policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, or camp procedures.
- Any safeguarding incidents or concerns will be documented, reviewed, and used to inform future improvements to the camp's safeguarding measures.

Training and Awareness

- All staff and volunteers will receive training on safeguarding policies and procedures, including how to recognise signs of abuse, how to respond to disclosures, and their reporting responsibilities.
- Participants and parents/guardians will also receive information about the camp's safeguarding policies and how to report concerns.

Conclusion

We are committed to providing a safe, supportive, and empowering environment for all participants. By adhering to this safeguarding policy and working together with all stakeholders, we can ensure that everyone involved has a positive and fulfilling experience.

Written by: Martin Samm

Position: Company Director and Designated Safeguarding Lead

Date written: 6th April 2024

Review Date: April 2025 or sooner if deemed required.