

Safeguarding Children & Young People Policy

Version 3.4 · Approved by Trustees

Policy Version: 3.4 (Expanded)

Approved by Trustees: 20/03/2026

Next Review Due: 18/03/2027

1. Purpose

Devanhaar is committed to safeguarding and promoting the welfare of all children and young people. Safeguarding means protecting children from maltreatment, preventing impairment of health or development, ensuring children grow up in circumstances consistent with safe and effective care, and taking action to enable all children to have the best outcomes.

2. Legal, Regulatory and Local Framework

This policy is informed by the Children Act 1989 and 2004, Working Together to Safeguard Children, Keeping Children Safe in Education (as relevant to delivery partners), Charity Commission safeguarding guidance, and Birmingham Safeguarding Children Partnership (BSCP) arrangements, including Right Help Right Time.

3. Scope

This policy applies to all employees, volunteers, sevadaars, trustees, contractors, and anyone acting on behalf of the Charity who comes into contact with children or young people.

4. Safeguarding Principles

The welfare of the child is paramount. All children have the right to be protected from physical abuse, emotional abuse, sexual abuse, neglect, exploitation, peer-on-peer abuse, and online harm. Safeguarding is everyone's responsibility.

5. Roles, Accountability and Governance

The Charity has multiple trained Designated Safeguarding Leads (DSLs). Any DSL may receive, assess, and act upon safeguarding concerns. DSLs are accountable to the Board of Trustees and the Governance Officer for the effective implementation of safeguarding arrangements. A Safeguarding Trustee provides oversight, assurance, and challenge at board level.

6. Training and Awareness

All employees and volunteers must complete Level 2 safeguarding training. Training covers recognising abuse, responding to disclosures, recording concerns, and understanding local safeguarding pathways. Designated Safeguarding Leads receive enhanced training appropriate to their role and responsibilities.

7. Recognising Abuse and Neglect

Indicators of abuse may include unexplained injuries, changes in behaviour, fearfulness, withdrawal, inappropriate sexual behaviour, neglect of basic needs, or online risks. Staff and volunteers must remain vigilant and report concerns promptly.

8. Responding to Safeguarding Concerns

Any safeguarding concern must be reported to a DSL without delay. DSLs will consider the concern in line with Right Help Right Time thresholds and determine the most appropriate response, which may include advice, early help, or referral to statutory services. Emergency services will be contacted only where there is an immediate risk of serious harm to a child or where delay would place the child at further risk. Wherever possible and appropriate, DSLs will seek guidance from local safeguarding partners before escalating.

9. Working with Parents and Carers

The Charity recognises the importance of working in partnership with parents and carers. Concerns will be shared openly where it is safe and appropriate to do so, unless doing so would place a child at further risk.

10. Allegations Against Staff or Volunteers

Any allegation that a staff member or volunteer has harmed a child or may pose a risk must be reported immediately to a DSL and referred to the Local Authority Designated Officer (LADO). Such matters will be managed in line with safeguarding and disciplinary procedures.

11. Residential Camps and Events

Residential camps and events will operate with a minimum supervision ratio of 10 children to 1 adult. Each camp will have named DSL cover at all times, clear behaviour codes, gender-sensitive supervision, safe sleeping arrangements, transport risk assessments, and clear escalation procedures.

12. Online and Remote Safeguarding

Safeguarding responsibilities apply equally to online and remote interactions. Clear professional boundaries must be maintained when using digital platforms, messaging services, or social media. Online concerns must be reported and recorded in the same way as face-to-face concerns.

13. Recording, Information Sharing and Confidentiality

Safeguarding records must be factual, timely, and stored securely in accordance with UK GDPR. Information will be shared on a need-to-know basis and in line with statutory guidance.

14. Safeguarding Flowchart (One-Page Summary)

Concern identified → Report to DSL
DSL assesses using Right Help Right Time
Immediate serious risk → Emergency services (only if necessary)
Non-immediate concern → Advice, early help, or referral as appropriate
Record actions → Inform Governance Officer and Safeguarding Trustee

15. Review and Approval

This policy is reviewed annually and approved by the Board of Trustees.

DBS Requirements for Safeguarding Leads

All Designated Safeguarding Leads (DSLs) must hold a current Enhanced Disclosure and Barring Service (DBS) check appropriate to their role. Enhanced DBS checks for DSLs must be renewed at least every three years, or sooner where required due to changes in role, statutory guidance, or safeguarding risk assessment. DBS compliance is monitored as part of the Charity's safer recruitment, safeguarding, and governance arrangements.

Right Help Right Time (Birmingham Threshold Guidance)

Devanhaar continues to operate in line with Birmingham's Right Help Right Time (RHRT) framework, which remains the current threshold guidance used by Birmingham Safeguarding Children Partnership (BSCP). Right Help Right Time supports proportionate, timely responses to safeguarding concerns and helps ensure children, young people, and families receive the appropriate level of support at the right time. The four levels of Right Help Right Time are:

- Universal – Children whose needs are met through universal services.
- Additional – Children who may require additional support to prevent escalation.
- Complex – Children who require coordinated multi-agency support.
- Significant Harm – Children who are at risk of or experiencing significant harm and require statutory intervention.

Designated Safeguarding Leads (DSLs) use Right Help Right Time to inform decision-making, determine appropriate actions, and decide whether concerns should be managed internally, supported through early help, or referred to Birmingham Children's Trust via the Children's Advice and Support Service (CASS). Use of Right Help Right Time ensures safeguarding responses are child-centred, proportionate, and consistent with local authority expectations.