



Safeguarding Children Policy for

U Teach Mi Ltd

Introduction

U Teach Mi Ltd is a company that provides after-school technology clubs, tech camps, breakfast clubs, and other educational activities to primary school children. We are committed to the safeguarding of all children who attend our services. This policy applies to all staff, volunteers, contractors, and anyone working on behalf of U Teach Mi Ltd. Safeguarding is a shared responsibility, and every member of our organisation is expected to understand and uphold the principles within this policy.

Key contact:

- **Designated Safeguarding Lead (DSL): Antonio Hines**
- **Contact Number: 07599 429 937**

1. Definitions

1.1 **Children:** For the purposes of this policy, children are defined as anyone under the age of 18. 1.2 **Safeguarding:** Defined as protecting children from maltreatment, ensuring their physical and mental health is not impaired, and ensuring they grow up with the provision of safe and effective care to have the best outcomes. 1.3 **Harmful Sexual Behaviour:** Includes, but is not limited to, the use of sexually explicit words, inappropriate touching, and sexual violence or threats. 1.4 **Sexual Harassment:** Any unwanted conduct of a sexual nature, online or offline, that violates a child's dignity, causing humiliation or intimidation.

2. Purpose of the Policy

This policy aims to:

- Protect children and young people who participate in U Teach Mi's services.
- Provide a clear framework for safeguarding responsibilities and practices across the organisation.
- Ensure that staff and volunteers know how to identify and act on concerns about a child's welfare.

We are committed to:

- Creating a culture of safe recruitment and selection of staff and volunteers.
- Teaching children about safeguarding and how to recognise inappropriate behaviour.

- Providing clear channels for reporting concerns.
- Regularly reviewing and updating our safeguarding procedures to remain compliant with current legislation.

3. Safer Recruitment

All staff working with children in regulated activities must undergo an Enhanced Disclosure and Barring Service (DBS) check, including a barred list check where appropriate.

Pre-employment checks include:

- Verification of identity and qualifications.
- Enhanced DBS checks.
- Assessment of mental and physical fitness for the role.
- Right-to-work checks.
- Additional checks for candidates who have lived or worked outside the UK.

4. Safeguarding Principles

We believe that:

- The welfare of the child is paramount.
- All children, regardless of age, ability, race, gender, religion, or identity, are entitled to protection from harm.
- Children with special educational needs (SEN) or disabilities may face additional challenges, and our staff must be sensitive to this when assessing for signs of abuse.

5. Types of Abuse

Staff should be aware of the different types of abuse, which include but are not limited to:

- **Physical abuse:** Hitting, shaking, throwing, burning, or otherwise causing physical harm.
- **Emotional abuse:** Constant criticism, threats, rejection, or emotional neglect.
- **Sexual abuse:** Forcing or enticing a child to participate in sexual activities.
- **Neglect:** Persistent failure to meet a child's basic needs such as food, shelter, or medical care.

Indicators of Abuse:

- Unexplained injuries.
- Changes in behaviour or mood.
- Fear of certain individuals or settings.
- Signs of neglect such as poor hygiene or malnutrition.

6. Prevent Duty

We take our responsibilities under the Prevent Duty seriously. All staff are trained to identify children who may be at risk of radicalisation. Any concerns will be reported to the DSL, and if necessary, referrals will be made to the appropriate safeguarding authorities.

7. Online Safety

Children in our Tech Clubs will be using computers and the internet. U Teach Mi will ensure that:

- Children are taught about safe online behaviour.
- Online activity is monitored.
- Any inappropriate online activity is reported and dealt with promptly.

8. Staff Roles and Responsibilities

The Designated Safeguarding Lead (DSL) will:

- Be the main point of contact for any safeguarding concerns.
- Ensure all staff are aware of safeguarding responsibilities.
- Act as the liaison between U Teach Mi and external safeguarding agencies.
- Ensure records of concerns are kept securely and shared with appropriate parties when necessary.

All Staff will:

- Report any safeguarding concerns immediately to the DSL.
- Undertake safeguarding training at least annually.
- Create a safe and welcoming environment where children feel able to discuss any concerns they may have.

9. Reporting Concerns

If any staff member or volunteer suspects a child is at risk of harm, they must report their concerns to the DSL immediately. All concerns will be taken seriously and acted upon. If the child is in immediate danger, a referral will be made to the police or Children's Social Care Services without delay.

10. Managing Allegations Against Staff

Any allegation made against a member of staff or volunteer must be reported to the DSL. All allegations will be investigated thoroughly, and if necessary, reported to the appropriate authorities.



11. Children with Special Educational Needs (SEN)

We recognise that children with SEN may be more vulnerable to abuse and neglect. Staff must be aware of potential communication barriers and ensure that any concerns are addressed appropriately, working closely with the child's parents or carers where necessary.

12. Peer-on-Peer Abuse

We are committed to addressing any form of peer-on-peer abuse, including bullying, sexual harassment, or physical violence. Any incidents will be dealt with in accordance with this policy and reported to the DSL.

13. Health and Safety

All U Teach Mi activities will be risk assessed to ensure that appropriate safety measures are in place. Risk assessments will be recorded and reviewed regularly, particularly when running tech-based clubs that involve equipment and online access.

14. Use of Mobile Phones and Photography

To ensure children's safety:

- No staff member may use a mobile phone during a session except in emergencies.
- Photos of children will only be taken with parental consent and for appropriate educational purposes. These will be stored in compliance with GDPR.

15. Staff Training

All staff must complete safeguarding training, including Prevent Duty training, before starting work at U Teach Mi. Refresher training will be provided annually, and additional training will be offered if staff work with specific groups, such as children with SEN.

16. Policy Review

This policy will be reviewed every two years by the management team or earlier if there are changes in legislation.

This policy was approved by Antonio Hines, on 23rd October 2024, and is due for review in October 2026.