

SRISHTI YUVA CULTURE

Safeguarding - Child and Vulnerable Adult Protection Policy

Introduction

Srishti Yuva Culture is a charitable organisation that uses classical Indian dance and music to promote healthy recreation, equality and diversity through the provision of facilities for South Asian dance / music education, and to increase public access to participation in and performances of South Asian dance / music across the UK.

Srishti Yuva Culture believes that:

- the welfare of the child, young person and vulnerable adult is paramount
- all children, young people and vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse
- all suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately
- all trustees, volunteers and freelancers should be clear on how to respond appropriately

Srishti Yuva Culture will take every reasonable step to ensure that children, young people and vulnerable adults are protected where:

- our own volunteers and freelancers are directly involved in the delivery of an arts project
- we recruit or broker relationships between an artist or arts facilitator and a third party

Srishti Yuva Culture's Child and Vulnerable Adult Protection Policy applies to all trustees, permanent and temporary volunteers and freelancers engaged by the charity.

Srishti Yuva Culture's Designated Safeguarding Lead (DSL) is Andrea King-Holder, Trustee. She can be contacted on safeguarding.srishti@gmail.com or on 07939259485.

The DSL is responsible for managing safeguarding concerns, making referrals where necessary, maintaining appropriate records, and providing guidance and support to volunteers and freelancers. Trustees will provide governance oversight and ensure that safeguarding arrangements are adequately resourced and reviewed annually.

Policy Statement

Srishti Yuva Culture accepts the moral and legal responsibility to implement procedures, to provide a duty of care for children and vulnerable adults, safeguard their wellbeing and protect them from abuse when they are engaged in activities delivered by us, so that they do so in a safe and positive atmosphere, free from harassment and bullying.

Prevention

Recruitment policy: All existing volunteers and freelancers who may have direct contact with children, young people and / or vulnerable adults will have to undergo an enhanced DBS check. Volunteers and freelancers whose job description changes to include direct contact with children, young people and or vulnerable adults will have to undergo an enhanced DBS check before they undertake those duties. New volunteers and freelancers, no matter what their role, will be asked to provide a DBS certificate or be prepared to undergo a DBS check.

Srishti Yuva Culture will ensure that anyone to which this policy applies is not placed in situations where abuse might be alleged. For instance, volunteers and freelancers should not find themselves in school / educational settings where there is unsafe equipment or materials, inadequate school staff support, or work for which they do not have enough training or experience.

Volunteers and freelancers must report without delay to the DSL any situation in which they believe that a child, young person or vulnerable adult may be at risk, or in which an allegation of abuse could arise.

Procedures and systems

Responding to a safeguarding concern or incident:

Any safeguarding concern or incident must be reported immediately to the DSL. If a child or adult is in immediate danger or requires urgent medical attention, the emergency services must be contacted by calling 999. If the activity is taking place at a school, care setting or partner venue, the concern must also be reported to that organisation's safeguarding lead. This does not replace the need to report it to Srishti Yuva Culture's DSL.

Anyone receiving a disclosure should listen carefully, remain calm, avoid promising confidentiality and must not investigate the matter. They should make a clear, signed and dated written record of what was said or observed, using the person's own words where possible, and pass it securely to the DSL without delay. They should not keep a personal copy.

The DSL will assess the concern, record the decisions and actions taken, and make a referral to the relevant local authority safeguarding team, police, LADO or other appropriate agency where necessary. If the concern involves the DSL, it must be reported to Nina Yadavan Rajarani MBE, Chair of Srishti Yuva Culture at ninarajarani@srishti.co.uk or 020 8420 1076. If the concern involves both the DSL and Chair, it must be reported directly to the relevant safeguarding service or police.

Responding to allegations of abuse:

All allegations against a trustee, volunteer or freelancer will be taken seriously and reported immediately to the DSL.

The DSL will seek advice from, and make referrals to, the relevant Local Authority Designated Officer (LADO), local authority safeguarding team, police or other appropriate statutory agency. Srishti Yuva Culture will not undertake its own safeguarding investigation where this could prejudice an investigation by a statutory authority.

Allegations will also be responded to in line with Srishti Yuva Culture's complaints and disciplinary procedures and its code of acceptable behaviour and good practice.

Responding to a child, young person and / or vulnerable adult who discloses abuse:

If a child, young person or vulnerable adult discloses abuse to a volunteer or freelancer, they must listen calmly, take the disclosure seriously and avoid asking leading questions or promising confidentiality. They must make an accurate written record using the individual's own words wherever possible and report the disclosure to the DSL without delay.

Use of video and photography

Written permission will be sought from the parent / carer before any photography or video is taken of children, young people and vulnerable adults, the use of which will be clearly stated. It is the responsibility of others supplying images to Srishti Yuva Culture to ensure permission for their use has been obtained. However, Srishti Yuva Culture will always require the organisation to confirm in writing that they have received that permission.

Codes of Practice and Behaviour

This policy is supplemented by the code of acceptable behaviour and good practice.

Communication

All trustees, permanent and temporary volunteers and freelancers engaged by Srishti Yuva Culture will receive a copy of this policy and the code of acceptable behaviour and good practice. They will be required to sign that they have read and will abide by the policy and code.

Safeguarding information and the DSL's contact details will also be communicated to participants, parents/guardians, carers and other individuals involved in our activities through our website, registration materials and activity-related communications.

Education and training

All trustees, permanent and temporary volunteers and freelancers engaged by Srishti Yuva Culture will receive appropriate safeguarding information and training during induction. Those working directly with children, young people or vulnerable adults will receive training appropriate to their responsibilities. The DSL will receive additional role-specific training. Training needs will be reviewed regularly, refresher training will be provided as required, and appropriate training records will be maintained.

External safeguarding contacts:

The DSL will maintain awareness of, and up-to-date contact details for, the LADO, children's safeguarding services and adult safeguarding services relevant to the location in which an activity or concern arises.

The DSL will seek advice or make referrals to the appropriate local authority, LADO, police or other relevant safeguarding organisation such as the NSPCC, where required. Contact details will be checked before activities commence in each location and as part of the annual policy review.

Harrow:

Children's Access Team / duty social worker - 020 8901 2690, duty.Assess@harrow.gov.uk. The Harrow LADO can be requested through this route.

Adult Safeguarding Team - 020 8901 2680, ahadults@harrow.gov.uk

Out of hours - 020 8424 0999

Slough:

Children First - 01753 875362, sloughchildren.referrals@scstrust.co.uk

Adult Social Care - 01753 475111, safeguarding.adults@slough.gov.uk

Out of hours - 01344 351999

LADO - 07927 681858, LADO@sloughchildrenfirst.co.uk

National:

NSPCC Helpline - 0808 800 5000

Childline - 0800 1111

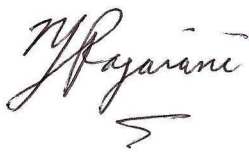
Implementation and monitoring

This policy and the code of acceptable behaviour and good practice will be reviewed every year by the DSL, with oversight from the Board of Trustees.

The DSL will keep clear and secure records of safeguarding concerns, decisions, referrals and actions. Safeguarding records will be kept separately from general records and will only be shared with people who need the information to protect someone or meet a reporting duty.

It is the responsibility of the DSL to stay abreast of changes in legislation pertaining to child and vulnerable adult protection.

Approved by: Nina Yadavan Rajarani MBE, Chair, Srishti Yuva Culture
Signature:

A handwritten signature in black ink, appearing to read 'N. Rajarani', with a stylized flourish underneath.

Approval date: 30 September 2025

Review date: 30 September 2026