

Talk The Talk Safeguarding Policy

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of **Talk The Talk**

The purpose of this policy is:

- To protect children and young people who receive Talk The Talk's services.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding.
- Talk The Talk believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989 and 2004
- The Education Act 2011
- United Convention of the Rights of the Child 1992
- Data Protection Act 2018 (GDPR)
- Sexual Offences Act 2003
- Protection of Freedoms Act 2012
- Keeping Children Safe in Education 2024

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989 and 2004
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them
- Adopting child protection practices through procedures and a code of conduct for staff and volunteers
- Providing effective management for staff and volunteers through supervision, support and training
- Recruiting staff, trainers and volunteers safely by doing pre-employment checks, identity checks, requiring our trainers to have enhanced DBS checks and confirming they have the right to work in the UK.

Safeguarding Contact

If you have any concerns or questions regarding safeguarding, contact the Talk The Talk Safeguarding Lead, June Horton on 01981 580015 | june@talkthetalkuk.org

We are committed to reviewing our policies and good practice annually

This policy was last reviewed and updated in November 2025

It was adopted by the trustees at their meeting on 18.11.25

This policy is due to be reviewed in July 2026

A handwritten signature in dark ink, reading "Steve Phillips". The signature is written in a cursive style with a large, stylized 'S' at the beginning.

Steve Phillips, Chair of Trustees
18.11.25