

# **Didasko Education Company Limited**

## **Child Protection and Safeguarding Policy**

June 2025

### **The Purpose and Scope of this Policy Statement**

The purpose of this policy statement is:

- to ensure that all children and young people are kept safe from harm while they are with staff or volunteers in this organisation.
- to provide staff and volunteers, as well as children, young people and their teachers and parents or carers, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Didasko Education Company Limited including senior managers and the board of trustees, paid staff, volunteers, and students. It applies to all Didasko projects and activities, including Future Asset, Leavers' Money Skills and the Library of Mistakes.

### **Legal Framework**

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in Scotland including the Protection of Vulnerable Groups (Scotland) Act 2007.

### **Supporting Documents**

This policy statement should be read alongside our organisational policies, procedures, guidance, and other related documents.

- Code of Conduct for Adults Working with Children and Young People
- Online Safeguarding Guidelines and Policy
- Code of Conduct for Young People

We believe that:

- Children and young people should never experience abuse of any kind;
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of children is paramount in the work we do and in all the decisions we take. All children, regardless of age, disability, sex, or sexual orientation, gender reassignment, race, religion, or belief, have an equal right to 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.

- working in partnership with children, young people, their schools and teachers, parents, carers, and other agencies is essential in promoting young people's welfare.

Didasko Education Company Limited will seek to keep children and young people safe by:

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people and a lead trustee/board member for safeguarding
- adopting child protection and safeguarding best practice through our policies, procedures and Code of Conduct for Adults Working with Children and Young People
- ensuring that all Didasko Education Company staff and volunteers who participate in events with young people will hold a valid membership of the Protecting Vulnerable Groups (PVG) scheme, managed by Disclosure Scotland. If an event includes a guest speaker without a PVG scheme membership, a PVG accredited Didasko staff member / volunteer or a teacher must be present. In addition, all members of the Didasko Board of Trustees will be PVG accredited.
- developing and implementing an effective Online Safety Policy and related procedures
- providing effective management for staff and volunteers through support, training, and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures, and behaviour codes confidently and competently
- ensuring our staff and volunteers are carefully recruited, screened, and trained ensuring all necessary checks are made
- recording, storing, and using information professionally and securely, in line with GDPR legislation and guidance
- sharing information about safeguarding with children, young people, teachers and parents / carers via our website and letters ensuring they know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, teachers, parents, and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have procedures to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff, and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people, teachers, and parents / carers, treat each other with respect and are comfortable about sharing concerns.

## **Legal issues**

- Under the Protection of Vulnerable Groups (Scotland) Act 2007 it is an offence for an individual who is barred to undertake the type of regulated work from which they are barred.
- It is an offence for an organisation to offer regulated work to someone who is barred or fail to remove a person from regulated work if they have been notified that they are barred.
- It is an offence for an organisation not to refer an individual to Disclosure Scotland where the grounds have been met.

## **Reporting Abuse**

Didasko Education Company Limited understands that in addition to making a referral (a written report) to Disclosure Scotland, child protection issues concerning workers (both paid and unpaid), children and young people must always be referred to the child protection agencies (i.e., social work and/or police) for appropriate investigation. Any issues of a criminal nature will be reported to the police.

Didasko Education Company Limited will ensure that all staff and volunteers involved in recruitment, training, and supervision, are aware of this policy and have received appropriate training and support to ensure its full implementation.

### **‘Whistle Blowing’**

Didasko Education Company Ltd encourages all employees and volunteers to report any concerns they have regarding potential breaches of conduct, policies, and procedures as soon as possible to the Child Protection Lead or Board member with responsibility for child protection. Any such concerns will be dealt with confidentially and investigated thoroughly. Irrespective of the outcome of the investigation, the individual employee or volunteer reporting the concern will not in any way be held to account for reporting the concerns.

## **Contacts**

Nominated Child Protection Lead

Name: Helen Bradley

Email: [helen@futureasset.org.uk](mailto:helen@futureasset.org.uk)

Phone: (+44) 7932 072 840

Nominated Board Member with responsibility for Child Protection

Name: Tony Foster

Email: [tony@didaskoeducation.org](mailto:tony@didaskoeducation.org)

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 2 June 2025



Didasko Education Company Limited

Correspondence address: 33 Melville Street, Edinburgh, EH3 7JF

Company registration Number: 352872

[www.didaskoeducation.org](http://www.didaskoeducation.org)

Scottish Charity Number: SC040205

[info@didaskoeducation.org](mailto:info@didaskoeducation.org)