



iSintu saMahlabezulu

Safeguarding Policy Version: 1.0

Approved by: Board of Trustees / Executive Committee

Date Approved: [04/01/2026]

Review Date: [04/01/2027]

1. Policy Statement

1.1 iSintu saMahlabezulu is committed to safeguarding and promoting the welfare of children, young people, and adults at risk who engage with our heritage and culture activities, events, projects, and services.

1.2 We recognise our duty of care and our legal responsibilities under UK safeguarding legislation and guidance, including but not limited to the Children Act 1989 & 2004, Care Act 2014, Working Together to Safeguard Children (2018), Keeping Children Safe in Education (where applicable), and the Equality Act 2010.

1.3 Safeguarding is everyone's responsibility. All trustees, staff, volunteers, facilitators, partners, and contractors must act in accordance with this policy.

2. Scope of the Policy

2.1 This policy applies to all activities delivered by iSintu saMahlabezulu, including heritage and culture events, workshops, festivals, training sessions, community outreach, digital platforms, and partnerships.

2.2 It covers safeguarding for:
Children and young people (under 18)
Adults at risk (as defined by the Care Act 2014)
Staff, volunteers, and participants.

3. Legal and Regulatory Framework

3.1 This policy is informed by:
Children Act 1989 and 2004
Care Act 2014
Working Together to Safeguard Children (2018)
Safeguarding Vulnerable Groups Act 2006
Equality Act 2010
Human Rights Act 1998
Data Protection Act 2018 & UK GDPR
Prevent Duty (Counter-Terrorism and Security Act 2015)
NSPCC and Local Safeguarding Partnership guidance.

4. Definitions

4.1 Safeguarding: Protecting children, young people, and adults at risk from abuse, neglect, and exploitation and promoting their welfare.
4.2 Child: Anyone under the age of 18.

4.3 Adult at Risk: An adult who has care and support needs and is unable to protect themselves from abuse or neglect.

4.4 Abuse: Physical, emotional, sexual, financial, discriminatory, institutional, or neglect.

5. Principles of Safeguarding

5.1 The welfare of the child or adult at risk is paramount.

5.2 Everyone has the right to be safe, respected, and heard.

5.3 Safeguarding is embedded in all heritage and cultural activity planning and delivery.

5.4 We work in partnership with families, communities, and statutory agencies.

6. Roles and Responsibilities.

6.1 Board of Trustees / Executive Committee
Provide strategic leadership and oversight of safeguarding.
Ensure policies are implemented, reviewed, and resourced.

6.2 Designated Safeguarding Lead (DSL)

Lead on safeguarding matters and act as the main point of contact.

Ensure concerns are recorded and referred appropriately.

Liaise with Local Authority Safeguarding Teams and Police where required.

6.3 Deputy Safeguarding Lead

Support the DSL and act in their absence.

6.4 Staff, Volunteers, and Facilitators

Follow this policy and Code of Conduct.

Attend safeguarding training.

Report concerns immediately.

7. Safer Recruitment and Vetting

7.1 iSintu saMahlabezulu will ensure safer recruitment practices including:

Application forms and references

Interviews

DBS checks where required

Safeguarding induction and training.

8. Code of Conduct

8.1 All representatives must:

Treat everyone with dignity and respect.

Maintain professional boundaries.

Never be alone with a child or adult at risk unless risk assessed.

Avoid inappropriate physical contact.

Never exchange personal contact details without permission.

Never share images or information without consent.

9. Recognising Abuse and Neglect

9.1 Indicators may include:

Unexplained injuries

Changes in behaviour

Fearfulness or withdrawal

Poor attendance

Disclosure of harm.

10. Responding to a Safeguarding Concern.

10.1 If a concern is disclosed:

Stay calm and listen.

Reassure the person they have done the right thing.

Do not promise confidentiality.
Record the information immediately.
Report to the DSL without delay.

10.2 The DSL will:

Assess risk.
Make referrals to Children's Services or Adult Social Care.
Contact the Police in emergencies.

11. Reporting and Recording.

11.1 All concerns must be recorded using the Safeguarding Concern Form.

11.2 Records will be stored securely in line with GDPR.

12. Confidentiality and Information Sharing.

12.1 Information will only be shared on a need-to-know basis.

12.2 We follow the Information Sharing Guidance and UK GDPR principles.

13. Online and Digital Safeguarding.

13.1 iSintu saMahlabezulu will protect participants during online heritage and cultural activities by:

Moderating platforms
Gaining parental consent
Not recording without permission.
Reporting online abuse.

14. Preventing Radicalisation (Prevent Duty).

14.1 We are committed to protecting people from being drawn into extremism and will follow the Prevent Duty guidance.

15. Whistleblowing.

15.1 Concerns about staff or volunteers must be reported to the Chairperson or DSL.

15.2 No one will be victimised for raising genuine concerns.

16. Allegations Against Staff or Volunteers.

16.1 Any allegation will be managed in line with Local Authority Designated Officer (LADO) procedures.

17. Training and Awareness.

17.1 All staff and volunteers will receive safeguarding training appropriate to their role.

17.2 Training will be refreshed at least every two years.

18. Partnership Working.

18.1 iSintu saMahlabezulu will work with Local Safeguarding Partnerships, councils, schools, and community organisations.

19. Monitoring and Review.

19.1 This policy will be reviewed annually or following a safeguarding incident or change in legislation.

20. Equality, Diversity and Cultural Sensitivity.

20.1 Safeguarding will be delivered in a way that respects heritage, culture, language, and identity while upholding UK law and human rights.

21. Contact Details.

21.1 Designated Safeguarding Lead: [Name:

/ Email: info@isintusamahlabezulu.co.uk

Phone:

21.2 Deputy Safeguarding Lead: [Name :

Email : info@isintusamahlabezulu.co.uk

Phone :

21.3 Local Authority Safeguarding Team: [Insert details]

This policy supports iSintu saMahlabezulu's mission to protect, preserve, and celebrate heritage and culture in a safe, inclusive, and empowering way for all communities.

This policy and related procedure will be monitored by the Board of Trustees annually or sooner if there is a change in legislation or a serious safeguarding incident occurs.

Signed by : Sipho Phani Sibanda

Role: Chairperson