

# SAFEGUARDING POLICY

VERSION 3.2 | 29 MAY 2026

Young Urban Arts Foundation | Be Seen, Be Heard, Be Celebrated

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## ABOUT YUAF

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Young Urban Arts Foundation (YUAF)'s mission is to empower the lives of young people by strengthening well-being and building opportunities, through creativity and culture, ensuring that they are seen, heard and celebrated.

We have supported over 22,000 young people and are renowned for delivering empowering and creative outreach workshops. We target hard-to-reach areas where young people don't have access to opportunities and are at high risk of child exploitation or becoming victims of crime.

Our mission is to empower young people by strengthening well-being and providing access to opportunities that celebrate creativity, culture, and belonging that support our values:

**Real.** YUAF listens to what you say and the way you say it: show up as you are. We champion your individuality.

**Unity.** We move as one; it's a family affair. We got you.

**Creativity.** We take untapped potential and transform ideas into unlimited possibilities. Let your mind be free.

**Evolve.** We adapt and change to meet the needs of a dynamic world. The journey is never-ending.

## PURPOSE

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This policy explains how YUAF aims to keep people safe from harm and meet its safeguarding duties, especially in relation to work with children and adults at risk of harm.

The purpose of this policy statement is:

- to promote the wellbeing and to protect from harm, abuse and mistreatment of any kind people who benefit from our work, team members and others we come into contact with;
- to provide team members, partners, young people, parents and carers with the principles that guide our approach to safeguarding and our commitments about safeguarding.

All team members and partners must read and comply with the measures outlined in this policy. Funded partner organisations hold primary responsibility for meeting their safeguarding duties and must have adequate safeguarding policies and procedures. Therefore this policy does not directly apply to them, but it does set out minimum safeguarding standards and our commitments to support them to meet their duties.

## DEFINITIONS

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**Adult at risk.** anyone aged 18 or over who has needs for care and support and is experiencing, or is at risk of, abuse or neglect. As a result of those care and support needs, they may be unable to protect themselves.

**Child.** anyone under the age of 18 years.

**Partners.** agencies or organisations engaged in delivering services on behalf of Young Urban Arts, or agencies or organisations we are in a joint initiative with.

**SLT.** Senior Leadership Team.

**Leader In Charge / Youth Workers.** anyone engaged or acting on behalf of Young Urban Arts Foundation supported or directed activities including employees, volunteers (including trustees) and consultants (including young creatives and freelancers). Some requirements may be flexed for consultants depending on the role following the assessment of risks and the proportionality of duties to their activities.

## UNDERSTANDING SAFEGUARDING

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In this policy, safeguarding refers to the range of measures to protect the people who come into contact with YUAF from harm, abuse, neglect and mistreatment of any kind. It includes a wide range of issues relating to an individual's welfare and their health and safety. There is a particular duty of care for organisations providing activities for those who may be experiencing, or at risk of, abuse or neglect. This includes:

**Children.** We will seek to provide help and support to meet their needs; protect them from maltreatment; prevent impairment of their health or development; ensure they are growing up in circumstances consistent with the provision of safe and effective care; support their upbringing with their family where in their best interests; and take action to enable them to have the best outcomes.

**Adults at risk.** We will protect the rights of adults to live in safety, free from abuse and neglect.

## LEGAL FRAMEWORK

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We recognise and seek to meet all duties expected by our principal regulator, the Charity Commission, for safeguarding and protecting people and protecting charities from abuse for extremist purposes.

In developing this policy and any associated procedures and guidance, YUAF has referred to key domestic legislation including The Charities Acts 2006 and 2011, the Children Act 1989 and 2004, the Protection of Children Act 1999 and the Safeguarding Vulnerable Groups Act 2006, the Care Act 2014, the Data Protection Act 2018, Public Interest Disclosure Act 1998, the Equality Act 2010 and the Online Safety Act 2023, and in light of the principles of the Mental Capacity Act 2005, the Counter-Terrorism and Security Act 2015 and the Domestic Abuse Act 2021.

As a charity and limited company, YUAF recognises its particular duties to safeguard and promote the welfare of children and adults at risk of harm affected by its work. Where we engage in such work, we will consider relevant statutory guidance including Keeping Children Safe in Education (2025), Working Together to Safeguard Children (2026), the live Care and support statutory guidance under the Care Act 2014, the Prevent Duty Guidance for England and Wales (2023), and the Domestic Abuse Act 2021 statutory guidance (2022, last updated 2023). We shall consider this guidance proportionally in light of the organisation's unique nature and structure and respecting the duties of statutory agencies to protect children and adults experiencing or at risk of harm.

YUAF operates in England. The principles underpinning this policy are developed in regard to UK legislation. They apply across the organisation, irrespective of location.

## **POLICY STATEMENT**

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This section outlines the measures in place to build a culture of safeguarding for all in our organisation. Further details of specific responsibilities are included in Annex 1, with relevant contacts provided in Annex 2.

### **1 | Accountability for implementation**

- The Board of Trustees has ultimate responsibility for safeguarding. They have a duty to ensure all reasonable steps are taken to prevent harm and ensure all safeguarding concerns are managed effectively. Safeguarding is a standing agenda item at every Board meeting and included in the organisation's risk register.
- The Lead Trustee for Safeguarding will provide strategic leadership for safeguarding, support the Board and the Safeguarding Working Group to meet their responsibilities and support the Designated Safeguarding Lead (DSL) to fulfil their duties.
- The CEO will ensure that a DSL and deputy are named, appropriately trained and have the time and focus to fulfil their duties effectively.
- The SLT, led by the CEO, is responsible for actively promoting safeguarding within day-to-day operations and role-modelling best practice.

### **2 | Appointment of Designated Safeguarding Lead (DSL) and Deputy**

- We will appoint a Designated Safeguarding Lead and deputy to champion and lead the implementation of safeguarding in our activities.
- Where the DSL is also the CEO, the Board has considered and approved this arrangement and keeps it under review.
- Where a concern, allegation or conflict of interest involves the DSL, the CEO, or a member of senior leadership, it will be escalated to the Lead Trustee for Safeguarding, who will ensure independent oversight and decide on next steps, including any referral to the Local Authority Designated Officer and statutory agencies.
- The DSL must inform the Board of Trustees of all serious incident reports.

- Annually, the DSL will undertake a review of all safeguarding cases and include a summary of proactive measures to implement and strengthen safeguarding across the organisation. The recommendations will be presented to the Finance and Audit sub-committee members for their consideration prior to being tabled for discussion at the next scheduled meeting of the trustees.

### 3 | Appointment of Safeguarding Champions

- YUAF is a unique and diverse organisation and each team manages very different types of safeguarding risk. The SLT will ensure Safeguarding Champions are appointed in operational teams to ensure safeguarding measures respond to the different organisational needs.

### 4 | Taking responsibility in joint working and working with others

YUAF works with a range of partners (funded organisations, creative collaborators, and delivery agents) to extend the reach and impact of our programmes. We are committed to ensuring that all partner-led activities reflect the same high safeguarding standards that underpin our work.

- In any joint activities or initiatives with others, YUAF and the partner organisation will agree and record in writing who has responsibility for safeguarding (the safeguarding lead organisation) and which policies and procedures will be followed for the joint initiative.
- When making decisions on who will be the safeguarding lead organisation, YUAF will be mindful of whether the other organisation meets our minimum expectations for safeguarding.
- Before entering any formal partnership, YUAF will undertake safeguarding due diligence. This may include reviewing the partner's safeguarding policy, staff training, recruitment practices, and their ability to respond to safeguarding concerns. YUAF will assess whether they meet or exceed our minimum safeguarding expectations.
- Where YUAF commissions partners or contractors to deliver services on our behalf involving children or adults at risk, they will be required to sign a Safeguarding Agreement that sets out:
  - the partner's safeguarding responsibilities;
  - clear escalation routes for concerns;
  - commitment to information-sharing protocols;
  - assurance that relevant staff and volunteers are appropriately vetted (for example enhanced DBS checks, where eligible).
- YUAF acknowledges that not all partners may have the same level of safeguarding infrastructure. Where necessary, we will provide reasonable support to build their safeguarding capacity and signpost them to appropriate resources, tools, or training.
- All partner arrangements will be monitored regularly, including reviewing how safeguarding is being upheld. Any safeguarding concerns arising in partner-led work must be reported to YUAF without delay and will be addressed in accordance with the safeguarding lead arrangement.
- YUAF reserves the right to suspend or terminate a partnership if safeguarding concerns are not managed appropriately or if the partner organisation fails to meet required standards.

### 5 | Ensuring safer recruitment practices

- We will recruit team members safely, ensuring all necessary checks (including references and enhanced DBS where eligible and required) are made and managing risks to ensure they are suitable for their role.
- We will advise all team members working with children and adults at risk of harm to disclose any reason that may affect their suitability to undertake this work in line with legal requirements and best practices. Our Safer Recruitment Policy will set expectations for how we assess all roles, taking

into account the working environment, determining if they are eligible for a DBS check and if so, at what level.

- All team members in eligible roles must join the DBS Update Service. We check the Update Service status when a person joins YUAF, and then at least every six months while they work with us.
- We will also check the Update Service before a person returns to work with young people after a break of more than three months.
- We carry out each status check with the person's consent, after seeing their original certificate, and only where the certificate is the correct level, type and workforce for the role. If a check shows new information, or a certificate is no longer current, we will ask the person to apply for a new DBS check and assess any risk before they continue.
- We handle and store DBS information securely, in line with the DBS Code of Practice and our Safer Recruitment Policy, which covers the recruitment of people with a criminal record and the handling of DBS information, and we keep it only as long as necessary.
- For a freelancer engaged for a one-off or short project, as an alternative to the above, we may accept an enhanced DBS certificate issued by another organisation where it is dated within the last twelve months, is for the correct workforce and includes the barred list where required, where we have seen the original certificate and verified identity, and where we have risk assessed the role and supervision arrangements. Where the person is on the Update Service, we will run a status check. For ongoing roles we apply for our own enhanced check.

## **6 | Supporting team members to fulfil their responsibilities**

- We will share information about the right to be safe and safeguarding best practices to all team members, including providing structured induction and training.
- Any new team member will be provided with this policy and associated procedures and have an induction with the DSL (or deputy) within one month of starting work. The line manager or commissioning member of staff should discuss any role-specific safeguarding requirements with the team member, including the application of the relevant Code of Conduct.
- When a team member is working with children or adults at risk of harm, their line manager or commissioning member of staff (in consultation with the DSL) will review the nature of the work and decide if specialist training will be provided.
- The DSL will ensure that all team members receive appropriate and proportionate refresher training on an annual basis.
- We expect all team members to apply professional curiosity: to notice, ask and follow up where something about a young person or their circumstances does not feel right, rather than assuming someone else will act.
- SLT will ensure opportunities to discuss safeguarding within team meetings, 1-to-1s, appraisals and other forums across the organisation.

## **7 | Providing safe and secure programmes, environments and activities**

- We recognise that people can be harmed as a result of poorly designed programmes and projects, and related activities. Those responsible for programme or project design and implementation must ensure that safeguarding is accounted for at all programme or project cycle stages. Risk assessments of potential hazards should be undertaken at the planning phase to allow programmes and activities to be designed with safeguarding in mind, and regularly reviewed as part of monitoring activities.
- We recognise that young people can experience harm outside the home, including exploitation, peer-on-peer abuse, criminal and sexual exploitation, county lines and serious youth violence.

Programme design and risk assessment will take account of this extra-familial and contextual harm and the local context in which we deliver.

- We recognise that a young person may face several harms at the same time. We will consider harms together rather than in isolation, and respond to the whole picture.
- All team members should be proactive in taking appropriate, proportionate, preventative steps to reduce the risk of, or perception of, harm occurring, especially concerning children and adults at risk. They will seek to protect those at risk of being harmed and respond well to those who have experienced harm.
- We will provide a safe physical environment by applying health and safety measures in accordance with the law, regulatory guidance and good practice.
- We will actively share information about safeguarding and how people can raise a concern to those affected by our work, including on our website.

## **8 | Providing a safe digital environment**

- We will take technical solutions to reduce access to inappropriate content on devices owned or used by Young Urban Arts Foundation. We will review and update our information systems' security regularly, ensuring that appropriate filtering and monitoring systems are in place when team members or those we work with are accessing any systems or internet provision.
- Where we are using digital channels to engage with children and young people and adults at risk, we will ensure that we adhere to best practice in digital safeguarding relevant to their age or context. We will identify appropriate approaches to educate and raise awareness of online safety to these groups relevant to our activities. These risks will include:
  - content: being exposed to illegal, inappropriate or harmful material;
  - contact: being subjected to harmful online interaction with other users;
  - conduct: personal online behaviour that increases the likelihood of, or causes, harm;
  - contract: being exposed to inappropriate or unsuitable commercial risks.
- We recognise that online harm and harm in person are linked. Online activity, including music or video content, can drive or reflect tensions and harm experienced offline. We will consider this overlap in our risk assessments and our response to concerns.
- We will examine and risk-assess any social media platforms and new technologies before they are used within the organisation, especially when applied for use with children and adults at risk. We recognise that where we use third-party platforms, apps and social media, we are bound by their terms and conditions, but we will take reasonable steps to help mitigate risks and escalate and report any concerns.
- We will always act to prevent hateful or inappropriate content targeting our team members.

## **9 | Adopting safer working practices**

- We have relevant codes of conduct for all our team members. All team members must read and sign the Code of Conduct upon joining the organisation or signing their contract for services.
- Where team members are in contact with children or adults at risk, they must follow those specific established standards of conduct.
- Where appropriate, we will be clear about our behaviour expectations of those engaged in our work and how we will respond if they are not met.

## **10 | Supporting, supervising and managing our team**

- We will provide effective management for team members through supervision, support, and quality assurance measures.
- Any team member who believes that they are not receiving the support necessary to meet their safeguarding duties should raise this with their line manager or commissioning member of staff as appropriate without fear of penalty or victimisation. They can always contact the DSL or Lead Trustee.
- Line managers or commissioning members of staff should ensure that team members are aware of their right to whistleblowing in the public interest in the Whistleblowing Policy and Procedures.
- We recognise that effective safeguarding rests on a broader culture of supporting wellbeing. SLT will ensure that line managers receive training on supporting mental health at work; all staff have access to counselling and support via the Young Urban Arts Employee Assistance Programme, and we will maintain access to Mental Health First Aiders.
- We recognise that receiving or responding to a safeguarding disclosure can have an emotional impact on team members. Where this occurs, YUAF will ensure the individual is offered appropriate support, including time to pause and reflect, a debrief with the DSL or Deputy DSL, and signposting to wellbeing support such as the Employee Assistance Programme where applicable. Any further support or adjustments will be considered on a case-by-case basis, taking account of the nature of the disclosure, the individual's role and their working arrangements.

## **11 | Receiving and responding to safeguarding disclosures, concerns, allegations**

- Our team members will always respond to a safeguarding disclosure, concern or allegation promptly and appropriately following the relevant YUAF procedure. YUAF operates a low-level concern approach which means that even minor concerns or suspicions of harm must be reported in line with our procedures. Failure to report safeguarding concerns will be considered a serious breach of YUAF's safeguarding procedures and may result in disciplinary action.
- We recognise that a change in a young person's mental health or behaviour can be a sign of abuse, neglect or exploitation. Team members will treat such changes as a possible safeguarding indicator and report concerns.
- We recognise that those in positions of responsibility may abuse their power and exploit or harm others. We will be proactive in dealing with any abuse and to challenge any abuse of power, especially by anyone in a position of trust or responsibility.
- If we become aware of abuse, neglect or harm, we will provide support and make sure that our response takes the needs of the person experiencing harm, any bystanders and our organisation as a whole into account.
- The DSL will ensure that serious incidents which require reporting to the Charity Commission are shared with the Finance and Audit sub-group who ensure appropriate action is taken.

## **12 | Managing and processing data appropriately**

- We will record all safeguarding concerns, discussions and decisions (and justifications for those decisions) promptly and appropriately in writing; recording and storing information professionally and securely and in line with established procedures.
- We will keep any information confidential and proactively share concerns and relevant information appropriately with agencies who need to know, especially concerning children, adults at risk, parents, families and carers.
- The Data Protection Act 2018 and the UK GDPR do not prevent the sharing of information to keep a child or adult at risk safe. Where there is a safeguarding concern, we will share relevant information

in a timely and proportionate way, relying on the lawful bases of vital interests and safeguarding. Fear of sharing information will not stand in the way of protecting a person from harm.

### **13 | Ensuring safer use of audio-visual materials**

- To celebrate our work successes and achievements, we will collect a range of audio-visual materials of those engaged in our work, including children and adults at risk. We have a responsibility to ensure this is done safely.
- We will ensure that we have appropriate consent for the taking and storage of images, including from parents and carers of children or adults at risk (as necessary). We will inform them how the material will be used, stored, and the potential risks associated with the use and distribution of these materials. Consent may be withdrawn at any time and we will honour it.
- We will always share expectations when permitting individuals attending our events to take audio-visual materials for their personal use.
- Where team members collect audio-visual materials of children or adults at risk they should seek further advice from the Designated Safeguarding Lead.
- Where we publish audio-visual materials of children and adults at risk, we will proactively reduce the risk of this being misused by carefully selecting materials and limiting identifiable information.

### **14 | Equity, anti-racism and anti-discriminatory practice**

- We recognise that discrimination, racism and bias are safeguarding issues. They can cause harm directly and can stop a young person being seen, heard and protected.
- We will identify, understand and challenge racism and discrimination in our work, including in how concerns are recognised and responded to.
- We will keep our responses culturally informed and free from bias. We will guard against the adultification of Black children and other young people from the Global Majority, where a child is wrongly seen as older or more responsible and is therefore offered less protection.
- We will make sure every young person we work with can raise a concern and be taken seriously, whatever their background, identity or circumstances.

### **15 | Care-experienced young people**

- We recognise that care-experienced young people, including those who are looked after, in kinship care, under special guardianship, or adopted, may carry heightened vulnerability.
- Where we are aware that a young person is care-experienced, we will be alert to their needs and work with the relevant agencies and trusted adults to support and protect them.

### **16 | Domestic abuse and relationship abuse**

- We recognise that young people can be harmed by domestic abuse, including by witnessing or experiencing its effects at home, and that domestic abuse includes coercive and controlling behaviour.
- We recognise that young people aged 13 and over can experience abuse within their own relationships. We will be alert to the signs of relationship abuse and respond in line with our procedures.

### **17 | Managing breaches of the Code of Conduct**

Where a team member breaks the Code of Conduct, we respond in a clear and consistent way. This sits alongside our low-level concern approach in section 11. Reporting a concern is encouraged and is separate

from any management action. The steps below apply to breaches that fall below the threshold of harm. Anything more serious is dealt with under the override at the end of this section.

- First breach. We issue a Letter of Concern. We record it, set out what went wrong and what we expect, and offer support.
- Second breach. We issue a second Letter of Concern and meet with the team member, their line manager and the DSL. We agree clear expectations in writing and consider retraining or other support.
- Third breach. We refer the matter to a formal review under the Disciplinary Policy. This may lead to a formal warning, a safeguarding inquiry, or dismissal, following a fair process that includes the right to be accompanied and the right of appeal.
- Override. Any breach that meets the threshold of harm, that is an allegation against a person in a position of trust, or that amounts to gross misconduct, goes straight to our allegations procedure, to the Local Authority Designated Officer where relevant, and to the Disciplinary Policy. It does not wait for a third Letter of Concern, and it may lead to suspension or immediate dismissal.
- We record all Letters of Concern centrally and review them for patterns. There is no time limit on this. Three Letters of Concern, even spread across several years, will trigger a formal review under the Disciplinary Policy. We keep the record as part of the safeguarding history.

## 18 | Staff devices, monitoring and end of employment

We issue YUAF devices for work that involves young people. The points below apply to YUAF-owned devices. Team members should not use personal devices to contact young people or to hold YUAF safeguarding information.

- We carry out random audits of YUAF devices as good practice, to check they are used safely and in line with the Code of Conduct.
- We tell team members that YUAF devices may be monitored and audited, and why. Any monitoring is necessary, proportionate, and uses the least intrusive method, with a clear lawful basis under data protection law.
- When a team member leaves YUAF, we do not wipe or reset their YUAF device. We retain it securely so it can be reviewed if a concern arises later, including a non-recent concern. We keep it for a defined period set out in our Data Protection retention schedule, store it securely, and limit access to the safeguarding purpose.
- Where there is an active concern, an allegation, or a request from the police or the Local Authority Designated Officer, we will preserve the device and its contents and not change them.
- We complete a data protection impact assessment for device monitoring and retention, and we follow our Data Protection Policy, including our retention schedule.

## DISCIPLINARY

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Where disciplinary action needs to be taken in regard to a YUAF employee, it will be undertaken by the procedures set out in the Disciplinary Policy.

Suspension of the individual against whom allegations have been made may be deemed to be necessary, if, for example:

- there is cause to suspect someone is at risk of significant harm; or
- the allegation warrants investigation by the police; or
- the allegation is so serious that it might represent grounds for dismissal.

YUAF will not suspend an employee for longer than is reasonably necessary, and the employee will continue to receive full pay and benefits during any period of suspension. If the individual in question is not an employee, YUAF will liaise with the relevant organisation (for example the individual's employer) to determine what disciplinary action should be taken. YUAF may terminate the individual's contract, involvement and association with immediate effect.

## RELATED POLICIES AND PROCEDURES

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This policy statement should be read alongside Young Urban Arts Foundation's other organisational policies and procedures, as follows:

- Procedures to Raise a Safeguarding Concern
- Safer Recruitment Policy
- Code of Conduct
- Harassment and Bullying Procedures Policy
- Grievance and Disciplinary Procedures Policy
- Health and Safety Policy
- Staff Whistleblowing Policy and Procedures
- Complaints Procedure
- Data Protection Policy and Procedures
- Equality and Inclusion Policy
- Toolkit for difficult conversations

## ANNEX 1: RESPONSIBILITIES

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### **The Lead Trustee for Safeguarding will:**

- champion the importance of safeguarding within the Board of Trustees, SLT and across the organisation;
- attend meetings to maintain an overview of safeguarding cases and measures to implement and strengthen safeguarding across the organisation;
- support the SLT in the management of high-risk cases and ensure that risks are managed appropriately; and
- approve any decisions to suspend or terminate funding due to safeguarding concerns.

### **The Safeguarding Working Group will:**

- ensure YUAF's Safeguarding Policy and Procedures are kept up to date, accessible, and relevant, and are applied inclusively and equitably across all of YUAF's operations;
- support efforts to make YUAF's staff, volunteers and Trustees fully aware of their responsibilities and comply with necessary safeguarding procedures and mandatory training;
- seek and obtain appropriate oversight for all decisions that either affect, or may be affected by, any of YUAF's operations that have a safeguarding component.

### **The Designated Safeguarding Lead (DSL) will:**

- provide specialist advice and support to ensure the highest standards are maintained across all our operations;
- act as the central contact point for all team members to discuss any safeguarding concerns;

- provide advice and support to staff, funded partner organisations and others connected with our work;
- develop guidance and training across the organisation;
- manage all safeguarding concerns reported and ensure a robust and timely response, coordinating safeguarding action for individual children and adults at risk of harm, and liaising with other agencies and professionals in line with relevant statutory guidance;
- engage with other agencies and experts within the sector to ensure our approach is both informed by and contributes to best practice;
- ensure that policies are reviewed at least annually and when required.

**Safeguarding Champions, once appointed, will:**

- build awareness and ensure safeguarding is embedded across the organisation;
- meet with the Designated Safeguarding Lead on a quarterly basis to share the specific safeguarding issues and support required by their teams;
- promote safeguarding within their teams and support the implementation of safeguarding policies and procedures;
- provide advice to their teams, including signposting to safeguarding resources;
- ensure that safeguarding concerns are escalated in line with safeguarding procedures; and
- support the Safeguarding Lead to develop and deliver training and other resources to meet the needs of their teams.

**ANNEX 2: IMPORTANT CONTACTS**

**Internal contacts**

<b>Lead Trustee for Safeguarding</b>	Belinda Stewart, belinda@yuaf.org.uk
<b>Designated Safeguarding Lead (DSL)</b>	Kerry O'Brien, kerry@yuaf.org.uk, 07949 007171
<b>Deputy DSL</b>	Shauna O'Briain, shauna@yuaf.org.uk, +44 7789 822251

**External contacts**

<b>NSPCC Helpline</b>	0808 800 5000, help@nspcc.org.uk
<b>Childline</b>	0800 1111
<b>Police</b>	999 in an emergency, 101 for non-emergency
<b>Charity Commission</b>	Report a serious incident, RSI@charitycommission.gov.uk

Local authority contacts. The MASH and LADO contacts for each borough we work in are held in the relevant project brief.

**TRUSTEES STATEMENT**

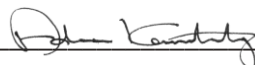
This Policy has been reviewed and approved by the Board of Trustees of the Young Urban Arts Foundation.

**Board Member Name:** Belinda Stewart

**Signature:** 

**Date:** 9 June 2026

**Board Member Name:** Adam Kamentzky

**Signature:**  \_\_\_\_\_

**Date:** 10 June 2026

## ACKNOWLEDGEMENT

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Please sign using the form below to acknowledge that you have read, understood and intend to apply this policy:

<https://forms.gle/KwV25dsWHYUFmgNN9>

## DATE OF NEXT REVIEW

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This policy is reviewed annually and updated as necessary. This edition (v3.2) was produced following the publication of Working Together to Safeguard Children 2026. Date of next review: March 2027.

## VERSION HISTORY

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VERSION	DATE	AUTHOR	DESCRIPTION
v2.0	30 Jun 2023	Safeguarding WG	Finalised policy reviewed and signed off by Board
v2.1	9 Jul 2024	Safeguarding WG	Reviewed, no substantive changes
v3.0	1 Jun 2025	Belinda Stewart	Updated by Safeguarding Lead Trustee
v3.1	5 Mar 2026	Adam Kamenetzky	Signed off by two Board members
v3.2	29 May 2026	Kerry O'Brien	Updated for Working Together to Safeguard Children 2026: revised statutory citations; explicit information sharing; anti-racist and anti-discriminatory practice; contextual and multiple harms; online and offline harm link; care-experienced young people; domestic and relationship abuse; professional curiosity; DBS Update Service checks on entry, every six months and after a break; staged Letters of Concern for Code of Conduct breaches; staff device audits, retention and monitoring; wellbeing support after a safeguarding disclosure; flexibility to accept a recent enhanced DBS (within twelve months) for one-off freelancer engagements; independent oversight where matters involve senior leadership; rebuilt Annex 2 contacts. Incorporates Safeguarding Working Group and trustee review