

Safeguarding and Child Protection Policy

Implemented June 2025 | Version 1.2 Last Reviewed 01 September 2026

Atypical Community CIC

Empowering young people through creative movement.

I. Purpose

At Atypical Community CIC, the safety and well-being of children and young people are our top priority. Our Safeguarding & Child Protection Policy outlines how we create a safe, inclusive, and supportive environment across all of our community and school-based activities.

II. Key Definitions

To support clarity and shared understanding, the following definitions apply throughout this policy:

Safeguarding	The action taken to promote the welfare of children and protect them from harm.
Child Protection	The specific part of safeguarding focused on protecting individual children identified as suffering or at risk of harm.
Designated Safeguarding Lead (DSL)	The person responsible for leading safeguarding and child protection in the organisation.
Staff	Anyone working for or on behalf of Atypical Community CIC, including paid employees, volunteers, interns, and contractors.
Disclosure and Barring Service (DBS)	The UK body that helps employers make safer recruitment decisions by issuing criminal record checks.

III. Our Key Commitments

At Atypical Community CIC, we are committed to maintaining the highest standards of safeguarding practice. Our commitments are reflected in the following key areas:

Safer Recruitment	We follow safe recruitment practices . All staff and volunteers are enhanced DBS checked
Training and Development	Team members receive regular safeguarding training . We support industry development by offering assistant roles and mentorship to early-career practitioners.
Safe Practice	Staff and volunteers are expected to follow our code of conduct and maintain professional boundaries at all times. Activities are planned and delivered in ways that prioritise safety, inclusion, and well-being.
Reporting and Escalation	Concerns are reported in line with local authority procedures , and all concerns are escalated according to statutory guidance

Code Of Conduct

All adults working with or on behalf of children at Atypical Community CIC are expected to:

- Treat all children and young people with respect and dignity.
- Prioritise the welfare of children at all times.
- Maintain appropriate boundaries at all times (physical, emotional, digital).
- Never engage in behaviour that could be perceived as abusive or exploitative.
- Avoid being alone with a child whenever possible.
- Report all concerns or disclosures without delay.

IV. Responsibilities and Accountabilities

This policy applies to all staff, volunteers, assistants, and contractors working on behalf of Atypical Community CIC, regardless of their role or level of contact with children and young people.

All individuals working with or on behalf of the organisation are expected to:

- Understand and comply with this Safeguarding & Child Protection Policy.
- Complete relevant safeguarding training and renew it regularly.

- Be alert to signs of abuse or neglect and know how to recognise and respond appropriately.
- Report any safeguarding concern or disclosure immediately to the Designated Safeguarding Lead (DSL), in line with the procedures set out in this policy.
- Promote a culture of safety, respect, and inclusion in all interactions with children and families.
- Maintain appropriate professional boundaries at all times.
- Co-operate fully with any safeguarding investigations or external inquiries where required.

The **Designated Safeguarding Lead (DSL)** is responsible for overseeing the implementation of safeguarding procedures, maintaining accurate records, ensuring training is up to date, and acting as the main point of contact for any safeguarding concerns.

V. Principles

At Atypical Community CIC, our safeguarding practice is guided by the following core principles:

- The welfare of children is paramount.
- All children have the right to be protected from harm.
- We have a duty to act on any concerns.

VI. Inclusion and Additional Needs

Atypical Community CIC is committed to safeguarding all children and young people, including those with special educational needs, disabilities, or other additional support requirements. We recognise that some children may be more vulnerable to harm or abuse and may require tailored approaches to communication, protection, and care. We are committed to creating an inclusive environment where every child feels safe, supported, and heard.

VII. Designated SafeGuarding Lead

Designated Safeguarding Lead (DSL) Information:

Role:	Founder/ Atypical Community CIC Director/ PCS
Name:	Shannon Mairead Hill
Contact Information:	Number: 07375519322 Email: info@atypicalhub.com

VIII. Reporting

All staff have a duty to report any concerns regarding a child's safety or welfare without delay. Any suspicion, disclosure, or indication of abuse or harm must be reported immediately to the Designated Safeguarding Lead (DSL).

If a child is believed to be at immediate risk of significant harm, staff must contact emergency services without hesitation by dialling 999, and then inform the DSL as soon as it is safe to do so.

Prompt reporting is essential to ensure that appropriate action can be taken to safeguard the child.

IX. Data Protection and Confidentiality

All safeguarding concerns will be handled with sensitivity and shared only with those who need to know to take appropriate action. Personal information will be stored securely and processed in line with data protection legislation (UK GDPR). Records of concerns will be maintained by the DSL in a secure system.

X. Policy Review and Approval Sign off

This safeguarding policy will be reviewed on an annual basis to ensure it remains compliant with current legislation, statutory guidance, and best practices.

In addition to the scheduled annual review, the policy will be reviewed and updated immediately following any significant safeguarding incident, changes to relevant legislation, or updates to local safeguarding procedures.

The review process will be led by the Designated Safeguarding Lead (DSL) in consultation with senior leadership and, where appropriate, external safeguarding advisors. All updates will be clearly documented, and the revised policy will be communicated to all staff, volunteers, and relevant stakeholders.

This policy was approved by the Directors of Atypical Community CIC.

Approved by:

Name: Shannon Mairead Hill

Role: Director/PSC

Date: 01/09/2026

Signature:  _____

Next Review Date: 01/09/2027

(Reviewed annually or as required)