PAMODZI CREATIVES
SAFEGUARDING POLICY 2026-27

Safeguarding Lead: Roni Edwards-WIlson
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1. INTRODUCTION

Pamodzi Creatives CIC is committed to safeguarding and promoting the welfare of all children and young people who engage with our organisation. This policy sets out the legal, procedural, and multi-agency framework that ensures children and young people (defined as all individuals under 18) are protected from harm.

This policy applies to:

- Directors
- Delivery Leads
- Freelance staff
- Volunteers
- External partners working on behalf of Pamodzi Creatives

Pamodzi Creatives adheres to:

- *Working Together to Safeguard Children (2026)*
- *Children's Wellbeing and Schools Act 2026*
- Portsmouth Safeguarding Children Partnership (PSCP) procedures
- The Children Act 1989 & 2004
- The Equality Act 2010
- The Prevent Duty (Counter-Terrorism & Security Act 2015)
- Safeguarding Vulnerable Groups Act 2006
- UK GDPR, Data Protection Act 2018 & Data Use and Access Act 2025
- Information Sharing Advice for Safeguarding Practitioners (2026)

Pamodzi Creatives is committed to **anti-racist, anti-discriminatory practice** and ensuring all children have equal protection regardless of age, ability, disability, gender, race, religion, sexual orientation, identity, or socio-economic background.

This policy is reviewed annually or sooner if legislation or organisational changes occur.

2. DEFINITIONS OF ABUSE

Pamodzi Creatives follows the statutory categories of abuse outlined in UK law and expanded in *Working Together 2026*.

2.1 Physical Abuse

Includes hitting, shaking, burning, poisoning, suffocating, or intentionally causing physical harm.

2.2 Emotional Abuse

Persistent emotional ill-treatment including humiliation, intimidation, coercive control, age-inappropriate expectations, or exposure to domestic abuse.

2.3 Sexual Abuse

Forcing or enticing a child to take part in sexual activities, including contact and non-contact offences, online exploitation, CSA imagery circulation, and group-based sexual abuse.

2.4 Neglect

Persistent failure to meet basic physical and emotional needs, including medical, nutritional, supervisory, and developmental neglect.

2.5 Child Exploitation (CSE & CCE)

Manipulation, coercion, or exchange for goods, status, affection, or criminal activity. Includes group-based exploitation.

2.6 Radicalisation / Extremism (Prevent Duty)

Influencing a child to adopt extremist ideologies or behaviours.

2.7 Online Abuse

Any form of exploitation, grooming, coercion, harmful online communities, or digital harm.

2.8 Honour-Based Abuse

Violence, threats, or coercion linked to perceived honour.

2.9 Faith-Based Abuse

Harm linked to beliefs such as witchcraft, possession, or spiritual punishment.

2.10 Teenage Relationship Abuse

Violence, coercion, or control within intimate relationships involving young people.

2.11 Unborn Children

Safeguarding concerns relating to unborn babies must be treated as requiring early intervention and multi-agency assessment.

3. SAFEGUARDING RESPONSIBILITIES

3.1 Designated Safeguarding Lead (DSL)

The DSL (Roni Edwards) is responsible for:

- Receiving and acting on safeguarding concerns
- Making referrals to Portsmouth MASH and/or the Police
- Reporting allegations about adults to the Local Authority Designated Officer (LADO) within 1 working day
- Ensuring compliance with *Working Together 2026* and PSCP procedures
- Maintaining secure safeguarding records
- Ensuring safeguarding training is current
- Providing advice and support to staff and volunteers
- Ensuring anti-racist and anti-discriminatory practice is embedded

3.2 Organisational Responsibilities (VCSE Requirements)

Pamodzi Creatives will:

- Maintain robust safeguarding arrangements
- Participate in multi-agency safeguarding processes
- Share information lawfully and promptly
- Analyse disproportionality and address inequality
- Ensure safe environments for all children

4. SAFER RECRUITMENT & DBS REQUIREMENTS

Pamodzi Creatives follows safer recruitment procedures including:

- Application and role-specific safeguarding questions
- Identity checks
- Reference checks
- Risk assessments for all roles involving children
- Enhanced DBS with Children's Barred List checks for regulated activity
- Renewal or update checks every 3 years (or annual update service checks)

No individual may work with children until all safeguarding checks are complete.

5. CODE OF CONDUCT

5.1 Staff and Volunteers Must:

- Treat all children with dignity and respect
- Maintain appropriate professional boundaries
- Report all concerns immediately
- Use only approved communication channels

- Challenge inappropriate behaviour
- Respect privacy and confidentiality (within safeguarding limits)
- Follow "Safer Working Practice" guidance
- Promote anti-racist and inclusive practice

5.2 Staff and Volunteers Must Not:

- Use derogatory or discriminatory language
- Engage in inappropriate physical contact
- Meet children alone without organisational approval
- Give personal contact details or communicate privately online
- Take photographs without written consent
- Consume alcohol or drugs when working
- Promise confidentiality following a disclosure

6. ONLINE SAFETY & DIGITAL MEDIA

Pamodzi Creatives will:

- Use secure, monitored platforms when working digitally
- Never allow private one-to-one messaging between adults and children
- Obtain consent for digital recording or photography
- Store digital data securely in line with UK GDPR and DUAA 2025
- Report online grooming, exploitation, harmful content, or CSA imagery to MASH or Police

7. REPORTING A SAFEGUARDING CONCERN

7.1 Immediate Danger

If a child is at immediate risk: Call Police (**999**) or Portsmouth MASH:

- Office hours: **023 9268 8793**
- Out of hours: **0300 555 1373**

Inform the DSL as soon as possible.

7.2 Responding to a Disclosure

Adults must:

- Listen without interruption
- Stay calm and supportive
- Record the child's exact words
- Ask only open questions
- Reassure but never promise confidentiality
- Report immediately to the DSL

- Keep written notes (signed, dated, timed)

Adults must not:

- Investigate
- Ask leading questions
- Express shock or disbelief
- Share information widely
- Confront the alleged perpetrator

7.3 Allegations About Staff or Volunteers (LADO)

Any allegation that a staff member or volunteer has:

- harmed a child
- may pose a risk
- behaved incompatibly with working with children

must be reported immediately to the DSL and referred to the LADO within 1 working day.

8. DATA PROTECTION

Safeguarding information is processed under:

- UK GDPR Article 6(1)(e) – public task
- UK GDPR Article 9(2)(g) – substantial public interest
- DPA 2018 Schedule 1, Part 2, para. 18 – safeguarding of children
- Data Use and Access Act 2025 – transparency, access rights, secure handling

Records will be:

- Stored securely (password-protected, access-limited)
- Retained according to statutory timeframes
- Shared only with lawful safeguarding partners

Children's data is treated as highly sensitive.

9. PREVENT DUTY

Pamodzi Creatives will:

- Identify children vulnerable to radicalisation
- Report concerns to the DSL
- Make safeguarding referrals where needed
- Work with local Prevent and safeguarding partners

10. TRAINING

Pamodzi Creatives ensures:

- The DSL holds accredited safeguarding training (updated every 2 years)
- All staff and volunteers receive safeguarding induction
- Annual refresher training is provided
- Training includes Prevent Duty, online safety, safer working practice, anti-racist practice, and updated Working Together 2026 requirements

11. WHISTLEBLOWING & COMPLAINTS

We encourage an open safeguarding culture. Whistleblowing concerns will:

- Be treated confidentially
- Be taken seriously
- Never disadvantage the person raising the concern

Concerns may be escalated to:

- The DSL
- Directors
- Portsmouth MASH
- Police
- NSPCC Whistleblowing Helpline

12. RECORD KEEPING

All safeguarding concerns must be:

- Written clearly, factually, and accurately
- Dated, timed, and signed
- Stored securely
- Sent to the DSL within 24 hours
- Retained in line with legal requirements

Records must not be deleted, paraphrased, or altered.

13. POLICY MONITORING & REVIEW

This policy will be reviewed annually by:

- Directors
- Safeguarding Lead
- Delivery Leads

It will be updated earlier if new legislation or statutory guidance arises.

PAMODZI CREATIVES
SAFEGUARDING POLICY 2026-27

Approved by :

Alison Lee
Governance and Compliance Director

Signed By :

Roni Edwards-Wilson
CEO

Signature: 

Date: September 2026

Next Review: September 2027