



## Safeguarding Procedures

### Key Definitions

**Children** refers to those participating in God and the Big Bang events who are under 18 years of age.

**Disclosure and Barring Service (DBS)** is the government department in England and Wales responsible for ensuring employers make safer recruitment decisions through the checking of persons to prevent unsuitable individuals from working with vulnerable groups, including children

**Harm** to a child may be physical or mental and includes actual harm to a child, causing a child to be harmed, putting a child at risk of harm, attempting to harm a child and/or inciting another to harm a child

**Safeguarding** is ensuring: protection of children from maltreatment; prevention of the impairment of children's health or development; that children are growing up in circumstances consistent with the provision of safe and effective care; and that action is taken to enable all children to have the best chances.

**College Safeguarding Officer** is the main point of contact for individuals wishing to report any incidents of harm or potential harm. The College Safeguarding Officer is Dr Rebecca Bouveng ([rebecca.bouveng@durham.ac.uk](mailto:rebecca.bouveng@durham.ac.uk))

### Policy Statements

1. God and the Big Bang believes that all children have the right to grow up in a safe and caring environment, free from the threat of all types of harm or abuse; from neglect to physical, sexual, or emotional harm or abuse. Children also have the right to expect adults in positions of responsibility to do everything in their power to foster and uphold these rights. God and the Big Bang recognises that it has a duty of care to children and young people, staff, parents and carers of children in our care, although responsibility for children attending events remains with their accompanying teachers at all times.
2. In addition to our moral and ethical obligations, God and the Big Bang has a legal responsibility to safeguard the welfare of children who come into contact with our staff and faculty of speakers, in accordance with the Children Acts (1989 and 2004), along with the Health and Safety at Work Act (1974). In addition, the Safeguarding Vulnerable Groups Act (2006), (as amended by



the Protection of Freedoms Act 2012), requires organisations to ensure safe recruitment practices and environments for children as well as an obligation to refer any harm or potential harm of children to the DBS.

3. God and the Big Bang will therefore ensure that:

- Whilst in a school setting, the God and the Big Bang team will follow the safeguarding policy of the establishment. The event manager for any God and the Big Bang event will read and accept the safeguarding policy of the school being visited ahead of the event. This will include identifying who the safeguarding officers are and understanding the need to immediately contact them with any concerns for the safety and welfare of any child.
- The event manager for any God and the Big Bang event will liaise with a school ahead of any event on how safeguarding will be upheld on the day. The event manager will be responsible for communicating the safeguarding policies of the school being visited to God and the Big Bang team members.
- All God and the Big Bang team members are aware they have a responsibility to report any incidents of harm or potential harm to children, (even if potentially minor). If in the event of a disclosure being made, the issue should be escalated using the safeguarding procedure, respecting appropriate levels of confidentiality.
- All members of the God and the Big Bang team will be required to undergo an enhanced DBS check.
- All God and the Big Bang team members should adhere to the principles contained below in the general guidance and should familiarise themselves with the appropriate behaviours and approach for working with children. Team members should remember that they have a duty of care to all children, and should ensure that they work toward the creation of a safe environment

4. General guidance for God and the Big Bang team members:

God and the Big Bang team members

- Should treat everyone with respect. Be sensitive to children's appearance, race, culture, religious beliefs, sexuality, gender, or disability
- Should provide an example others should follow, acting as an appropriate role model
- Should remember that actions may be misinterpreted, no matter how well intentioned
- Should provide an environment where children and adults feel comfortable enough to point out attitudes and behaviours they do not like, and to provide a caring, safe atmosphere



- Should be cautious about physical contact and avoid gratuitous physical contact with a child
  - Should be aware of the needs of children, and should be vigilant for signs of harm or potential harm inflicted either from a personal or institutional setting, or from online sources, especially social media accounts
  - Should take seriously anyone's complaint or information on which appropriate action should be taken as soon as possible
  - Should remember that children can be responsible for harming their peers
  - Should comply with all health and safety rules and guidance
  - Should report any incidents or accidents as soon as possible, and keep a written record of these
  - Should be aware that it is a criminal offence (Sexual Offences Act (2003)) for anyone in a position of trust to have a sexual relationship with a child (U18), regardless of consent
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- Should not into unnecessary physical contact with children. There are some cases where physical contact may be necessary such as the provision of physical support; this should only take place with the consent of the child. Where reasonable constraint is necessary to protect the child or another person, incidents should be reported and recorded immediately.
  - Should not spend any time alone with children, whenever possible, especially if physically located away from other individuals.
  - Should not allow children to use inappropriate language unchallenged e.g. racist, sexist, homophobic language
  - Should not let allegations made by a child go unaddressed or unrecorded or deter children from making allegations through fear of not being believed
  - Should not jump to conclusions without checking facts first
  - Should not promise confidentiality to a child making a disclosure
  - Should not be inappropriately familiar with a child.
  - Should not consume alcohol or any illicit substance whilst responsible for children

## 5. Risk Assessments

For activities involving children there may be added health and safety risks. A Health and Safety risk template, will be used to capture these risks and will be completed by God and the Big Bang staff in collaboration with the guest speaker planning and leading the activities. Such risk assessments should not be used to assess individual cases of alleged or suspected harm. Such



disclosures should be referred through the appropriate channels, as outlined in the policy given by the establishment.