

Safeguarding

Organisation: Gamity CIC

Policy Type: Child Safeguarding Policy

Applies to: Senior managers and board of trustees, paid staff, volunteers, sessional workers, agency staff and partner organisations

Last Review Date 04/03/2026

Next Review Due 04/03/2027

Gamity abides by the duty of care to safeguard and promote the welfare of children and is committed to safeguarding practice that reflects responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and decisions made
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation has an equal right to be protected from maltreatment and all types of harm or abuse.
- Working in partnership with children, young people, their parents carers and other agencies is essential in promoting children's welfare.

1. Our Commitment

Gamity is committed to creating a safe, inclusive, and supportive environment for all children and young people who use our services. We believe that every child has the right to feel safe, respected and protected from harm.

We will :

- Protect children and young people who receive Gamity's services from harm. This includes children of adults who use our services.
- Provide staff and volunteers, as well as children and their families, with the overarching principles that guide our approach to safeguarding.

2. Who This Policy Applies to

This policy applies to anyone working on behalf of Gamity, including senior managers and board of trustees, paid staff, volunteers, sessional workers, agency staff and partner organisations. Failure to comply with this policy and related procedures will be

addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

3. Legal & Ethical Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of these include:

- The Children Act 1989
- The Children Act 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education
- Human Rights Act 1998
- The Equality Act 2010
- The Health and Safety at Work etc. Act 1974
- The Children and Social Work Act 2017
- The Safeguarding Vulnerable Groups Act 2006
- The Education Act 2002
- Local Safeguarding Children Partnership Guidance

4. Thresholds

Gamity refer to and seek guidance from the Threshold Framework held by Staffordshire Safeguarding Children Partnership.

The Prevent Duty

Some organisations in England, Scotland and Wales have a duty, as a specified authority under section 26 of the Counter terrorism and Security Act 2015, to identify vulnerable and young people and prevent them from being drawn into terrorism.

5. Training and Awareness

Gamity will ensure an appropriate level of safeguarding training is available to its trustees, employees, volunteers and any relevant persons linked to the organisation who requires it.

This training enables them to:

- Understand what safeguarding is and their role in safeguarding children
- Understand the difference between safeguarding and child protection
- How to spot the signs of maltreatment
- How to respond to the indicators of maltreatment and keep children safe

- Understand dignity and respect when working with children
- Have knowledge of the Safeguarding Children Policy

6. Confidentiality and Information Sharing

Gamity expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the GDPR and Data Protection.

However, information should be shared with the Local Authority if a child is deemed to be at risk of significant harm or contact the police if they are in immediate danger, or a crime has been committed. For further guidance see [Confidentiality and Information sharing policy](#).

7. Reporting Concerns

All safeguarding concerns must be reported immediately to the Designated Safeguarding Lead.

If a child is in immediate danger, call 999

The DSL will decide whether to contact:

- Local authority Children's Services
- Police
- Safeguarding Partnership
- DBS
- Prevent
- LADO

8. Supervision & Ratios

Gamity ensures safe staffing ratios for all events. Children will not be left unsupervised. At pop-up events, entry and exit points will be monitored and children must only be collected by approved adults.

9. Recording & Record Keeping

A written record will be kept about any safeguarding concerns. This includes details of the person involved, the nature of the concerns and the actions taken, decisions made and why they were made. All records must be signed and dated. All records must be securely and confidentially stored in line with GDPR.

10. Safer Recruitment & Selection

There is a duty under Section 11 of The Children's Act 2004 for Gamily to be committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from the people unsuitable to work with them or have contact with them.

Gamily has policies and procedures that cover the recruitment of all trustees, employees and volunteers which include:

- Carry out DBS checks where required
- Taking up references
- Verifying identity
- Providing Safeguarding Training
- Ensuring all staff understand this policy

11. Social Media

All employees and volunteers should be aware of Gamily [social media policy and procedures](#) and the code of conduct for safeguarding children on digital platforms.

12. Use of Mobile Phones & Other Digital Technology

All employees, trustees and volunteers should be aware of Gamily policy and procedures regarding the use of mobile phones and any digital technology and understand that it is unlawful to share images and content on any digital platform without explicit consent of the person with parental responsibilities.

13. Escalation

Professionals providing services to children and their families should work co-operatively across all agencies, using their confidence, skills and experience to make a robust contribution to safeguarding children and promoting their welfare within the framework of discussions, meetings, conferences and case management.

On occasions situations may arise where there is professional disagreement in relation to safeguarding a child. Resolution is an integral part of professional joint working to safeguard children and this policy seeks to identify how such resolution can be achieved.

14. Whistleblowing

It is important that people within Gamity have the confidence and support to come forward to speak or act if they have any concerns that have not been addressed by the escalation process.

This includes concerns about another employee or volunteer. There is also a requirement by Gamity to protect whistleblowers [whistleblowing policy](#).

15. Complain Procedure

All complaints will be handled confidentially and fairly. Parents, carers, or children can raise concerns via

Email – Events@gamity.co.uk

Phone - 07538590423

16. Review & Updates

The policy will be reviewed annually or after any serious incident

17. Important Contacts

Gamity will appoint a Designated Safeguarding Lead who is responsible for handling concerns, records and referrals.

Designated Safeguarding Lead

Rebecca Ollier

Email Address – Rebecca.Ollier@gamity.co.uk

Phone Number - TBC

In their absence, concerns must be reported to the Deputy DSL or local safeguarding authority.

Name Adam Pettitt

Email – Adam.Pettitt@gamity.co.uk

Phone number - TBC

Staffordshire Children’s Advice and Support (SCAS)

0300 111 8007

Emergency Duty Service (out of hours) 0345 604 2886

Or email: eds.team.manager@staffordshire.gov.uk

Police

Emergency - 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000