

DADI SAFEGUARDING OF CHILDREN AND VULNERABLE ADULTS POLICY (The Children Act 2016 as amended (Cap 59, Laws of Uganda)

Committed to protecting children & vulnerable adults from potential harm.

All members, staff and stake holders who may come into contact with children and/or vulnerable adults (a child is a student/non student who is under 18 or over and who is, or may be in need of community services due to age, illness or a mental or physical disability, who is, or may be, unable to take care of himself/herself, or unable to protect himself/herself against significant harm or exploitation.), will ensure that they act in accordance with both our clients' Safeguarding Children and Vulnerable Adults Policy and any current legislation and guidance regarding the safeguarding of children and vulnerable adults, specifically the safeguarding of children's Act 2016 and the safeguarding Children and Safer Recruitment Policy.

Safeguarding policies aim to protect children and/or vulnerable adults from harm and to significantly reduce or eliminate the potential of harm to their overall well-being. Safeguarding looks at all types of harm or potential harm.

This policy assumes that all students and learners and non-learners in educational establishment are potentially vulnerable, regardless of age, gender, ethnicity, disability, or religious beliefs.

DADI will ensure that they have in place security and vetting policies and practices which include Disclosure and Barring Service (DBS) checks for all staff who may come into contact with children and/ or vulnerable adults.

DADI staff who may come into contact with children and/ or vulnerable adults **MUST:**

- Treat all children with respect and understand the difference between friendliness and familiarity.
- Act as a role model of good and appropriate behaviour
- Ensure that whenever practicable the persons who are normally responsible for the children (teachers, parents, guardians, etc) are present during activities or that there is always more than one adult present.
- Respect a child's right to personal privacy
- Bear in mind that someone else might misinterpret your actions, no matter how well intentioned.
- Be aware that any physical contact with a child may be misinterpreted and so must be avoided whenever possible
- Challenge unacceptable behaviour and report all allegations and/or suspicions of abuses

DADI staff who may come into contact with children and/or vulnerable adults **MUST NOT:**

- Spend time alone with children away from other adults.
- Have inappropriate physical or verbal contact with children
- Do things of a personal nature for children that a child can do for themselves.
- Use inappropriate language in the presence of children and/ or vulnerable adults
- Allow bullying of one child by another to go unchecked
- Make suggestive or derogatory remarks or gestures in the presence of children
- Show favouritism to any one child.
- Give out personal contact details such as telephone numbers and email address
- Take photos of, or 'selfies' with, any child or vulnerable adult.
- Become complacent on the (spurious) grounds that 'it could never happen to me'
- Let any allegations a child makes go unrecorded.

If any member of DADI staff is concerned about a child or vulnerable adult, he or she will inform the designated senior person or the relevant establishment.

The safeguarding policy works together with a range of other policies and procedures including: -

- Security and Vetting
- Recruitment
- Equality and Diversity
- Grievance

The Directors and senior management team collectively endorse this policy and hold primary responsibility for ensuring DADI staff are aware of their responsibilities under this policy.

Shiela Nakiranda, Director

Date signed: January 2023