




These Official **DDO Safeguarding Policy** are written and published by the **Deaf Darts Organisation**.

SAFEGUARDING POLICY

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Introduction	3
Safeguarding Principles	4
Key Roles & Responsibilities	4
Types of Abuse	5
Reporting Concerns & Allegations	5
Responding to Allegations	6
Recruitments & vetting Procedures	7
Safeguarding Training & Education	7
Monitoring & Review	8
Conclusion	8



1. INTRODUCTION

The Deaf Darts Organisation is fully committed to safeguarding and promoting the welfare of all individuals, especially vulnerable children and adults, involved in its activities. We recognise that our responsibility extends to ensuring that every individual feels safe, respected, and valued. We aim to provide an environment in which participants can take part in activities without the fear of harm or exploitation.

This policy outlines the principles, procedures, and practices we follow to safeguard participants in line with legal requirements, national guidelines, and best practices.

a. Aims and Objectives

- **Ensure Safety:** Create a safe environment where all individuals are protected from abuse, neglect, and harm.
- **Prevent Harm:** Take proactive steps to prevent any form of abuse, exploitation, or mistreatment.
- **Clear Reporting Mechanisms:** Establish accessible procedures for reporting concerns about abuse, exploitation, or misconduct.
- **Promote Well-being:** Support and protect individuals, particularly those who are vulnerable, in all our activities and interactions.
- **Comply with Legal Requirements:** Meet all safeguarding standards and comply with relevant local and national regulations, including the Children Act 1989 and 2004, Safeguarding Vulnerable Groups Act 2006, and the Equality Act 2010.


b. Scope of the Policy

This policy applies to all participants, including children, young people, and vulnerable adults, engaged in any activities hosted by Deaf Darts. It covers interactions between staff, volunteers, participants, and any third parties involved. It applies to all events, including tournaments, training sessions, workshops, and online interactions.

2. SAFEGUARDING PRICIPLES

- **The Safety of Participants is Paramount:** The welfare of all individuals, particularly those at risk, is our highest priority.
- **Zero Tolerance of Abuse:** We have zero tolerance for any form of abuse, neglect, or mistreatment.
- **Respect and Dignity:** All individuals should be treated with dignity, fairness, and respect, free from discrimination.
- **Confidentiality:** All personal information and safeguarding concerns will be treated confidentially, in line with data protection laws, unless the safety of the individual is at risk.
- **Accountability and Responsibility:** Everyone involved in Deaf Darts is responsible for the safety and well-being of others and must act in a way that promotes a culture of safeguarding.

3. KEY ROLES AND RESPONSIBILITIES

- **Designated Safeguarding Officer (DSO):** The DSO is responsible for ensuring the implementation of this policy, providing guidance on safeguarding issues, responding to concerns, and reporting to authorities when necessary. The DSO will be a designated point of contact for any safeguarding matters.
 - **Deputy Safeguarding Officer:** The Deputy DSO will assist the DSO and act in their place during their absence. This person should be trained in safeguarding practices and be familiar with the policy.
 - **Staff and Volunteers:** All staff and volunteers must adhere to this safeguarding policy. They are responsible for ensuring the safety of participants, reporting concerns, and attending safeguarding training. They are expected to act professionally, maintain appropriate boundaries, and treat all individuals with respect.
 - **Participants:** All participants are expected to behave in a way that promotes a positive, safe, and respectful environment. They should report any concerns they have regarding their own or others' safety.
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4. TYPES OF ABUSE

Abuse can take various forms, and it is important to recognise the signs. These include, but are not limited to:

- **Physical Abuse:** Any form of physical injury or harm, such as hitting, slapping, or pushing.
- **Emotional or Psychological Abuse:** Intimidation, verbal threats, humiliation, or isolation that leads to emotional harm.
- **Sexual Abuse:** Involvement in any sexual activity or contact without consent, or exploitation for sexual purposes.
- **Neglect:** Failing to provide basic needs, such as food, shelter, or care, or leaving individuals in dangerous or unsuitable environments.
- **Financial Abuse:** Exploiting or controlling an individual's financial resources.
- **Bullying and Harassment:** Any persistent pattern of behaviour intended to intimidate or isolate someone, including cyberbullying.
- **Discriminatory Abuse:** Abuse based on someone's race, gender, sexuality, disability, or other protected characteristic, including acts of prejudice, exclusion, or unfair treatment.

5. REPORTING CONCERNS AND ALLEGATIONS

Any safeguarding concern should be reported immediately to the Designated Safeguarding Officer. If the concern involves the DSO, the Deputy DSO should be contacted. Safeguarding concerns may arise in various ways, including:


- Witnessing abusive behaviour
 - Suspecting abuse based on signs or behaviours
 - Direct reports from a participant
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Reporting Steps:

- **Step 1:** Report the concern to the DSO (or Deputy DSO) as soon as possible.
- **Step 2:** The DSO will evaluate the concern and, if necessary, escalate it to the relevant authorities (local safeguarding boards, the police, or social services).
- **Step 3:** The DSO will document the concern and action taken, ensuring that the process is transparent and accountable.
- **Step 4:** Support will be provided to the person who raised the concern and to the individual at risk, including referring them to appropriate services if needed.

6. RESPONDING TO ALLEGATIONS

The organisation will take all allegations seriously and follow a set process for responding. Steps include:

- **Immediate Action:** If the allegation involves immediate risk to a person's safety, the DSO must act quickly, including contacting emergency services if necessary.
 - **Investigation:** A thorough investigation will be carried out, which may involve external authorities such as local safeguarding boards or the police.
 - **Support for the Individual:** The individual who is the subject of the concern will be offered support throughout the process.
 - **Confidentiality:** All information relating to the concern will be handled in a confidential manner, shared only with those who need to know.
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7. RECRUITMENT & VETTING PROCEDURES

To ensure that staff and volunteers are suitable to work with vulnerable groups, Deaf Darts implements the following recruitment processes:

- **Application Forms:** All applicants must complete an application form that includes their personal details and any relevant background checks.
- **Interviews:** Interviews will include questions related to safeguarding, ensuring the candidate understands the importance of maintaining safe and professional boundaries.
- **References:** At least two professional references will be obtained to assess the applicant's suitability.
- **DBS Checks:** All individuals in roles that involve direct contact with children or vulnerable adults will undergo enhanced Disclosure and Barring Service (DBS) checks.

8. SAFEGUARDING TRAINING & EDUCATION

All staff, volunteers, and relevant participants will receive safeguarding training upon joining Deaf Darts. The training will be updated regularly and cover:

- Recognising the signs of abuse and neglect.
 - How to report concerns.
 - How to create a positive and supportive environment.
 - Best practices for safe interactions.
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Regular refresher courses will be provided to ensure that everyone is up-to-date on safeguarding procedures.

9. MONITORING & REVIEW

The safeguarding policy will be reviewed annually by the Designated Safeguarding Officer and the board of trustees. Any changes in safeguarding laws or local regulations will be incorporated into the policy. We also welcome feedback from staff, volunteers, and participants to help improve our practices.

10. CONCLUSION

Deaf Darts is committed to maintaining a safe and supportive environment for all its participants. Safeguarding is a priority, and we will take all necessary steps to ensure the well-being of everyone involved in our activities. This policy provides a clear framework for identifying, reporting, and addressing safeguarding concerns. By following these guidelines, we can work together to prevent harm and promote the safety and welfare of all individuals.

Contact Information for Safeguarding Queries:

Designated Safeguarding Officer (DSO):

- Name: [Insert Name]
- Phone: [Insert Phone Number]
- Email: [Insert Email Address]

If you have any safeguarding concerns or need advice on any aspect of this policy, please reach out to the DSL or a relevant member of staff.

