

Safeguarding Policy

The True Colours Trust recognises that the safeguarding of children and other vulnerable people is a serious matter. Given the nature of our work it is highly unlikely that any member of staff or trustee would have direct and unsupervised contact with a child or vulnerable person, but we recognise our responsibility for promoting best practice with regards to safeguarding.

Staff and trustees will ensure they are accompanied by a parent or responsible adult when they come into contact with children or other vulnerable people in the course of their duties.

Staff and trustees who come into regular contact with children or other vulnerable people which is more than incidental or fleeting will have a Disclosure and Barring Service (DBS, formerly CRB) check completed for their work on behalf of the Trust.

At any point in the life of a grant, staff and trustees will pass on any child welfare concerns to the SFCT Director, who will ensure these concerns are communicated to the relevant authorities.

In the highly unlikely event that accusations are made against a True Colours member of staff or trustee, the Director will investigate such allegations, if necessary under the SFCT Disciplinary Procedures.

Before a grant is approved for any organisation which works with children and other vulnerable people it must demonstrate that it has a current Child Protection Policy in place. This should ideally include:

- A named senior manager and/or trustee with responsibility for safeguarding in their organisations. Evidence also that staff, volunteers, and clients are made aware of who the manager is and how they can contact them.
- Evidence that procedures are in place to conduct DBS checks on staff and volunteers. Evidence also that there are procedures to refresh DBS checks for relevant staff at reasonable intervals.
- Evidence of allegation management procedures, including evidence that relevant staff and volunteers are made of aware of these procedures and are able to implement them when required.
- Evidence that all staff who have contact with children and young people have access to child protection/safeguarding training at an appropriate level. Also evidence that there is a reporting procedure in place and that staff are confident and trained in its use.