

DPTrainingUK Policy Document:

- **Child Protection, Safeguarding & Anti-Bullying Policy**
- Policy Number: **DPTrainingUK-P3-CPSAB-V3**
- Policy Date: **19/02/2026**
- Review Date: **02/2027**

What This Policy is About: Our absolute commitment to the safety and welfare of children, young people, and vulnerable adults in everything we do.

Who it Applies to: All DPTrainingUK staff, Trainer/ Assessors, and anyone working on our behalf.

Key Message: We have zero tolerance for any form of harm, abuse, or bullying. All concerns are reported immediately to the DPTrainingUK Director, who liaises directly with the Safeguarding Advisory Service.

If you have Any Questions: Contact Matt ILOTT immediately at matt@DPTrainingUK.com or on +44 (0)7921 769868. Or in an emergency, dial 999



1. Scope

- 1.1. This Child Protection, Safeguarding and Anti-Bullying Policy outlines the procedures for all training programmes and business activities overseen by **Different Perspective Training Ltd. (DPTrainingUK)** specifically regarding:
 - 1.1.1. **Activities:** The delivery of Training and Consultation in First Aid, Mental Health, Outdoor and Off-Site Safety, and Water Safety.
 - 1.1.2. **People:** All DPTrainingUK staff, trainers, course delegates, and any members of the public or site staff who interact with the training group or equipment.
 - 1.1.3. **Locations:** All training sites, including bespoke client premises and public venues.

2. Introduction

- 2.1. This Policy applies to all DPTrainingUK staff, including freelance staff, senior management and directors as well as anyone subcontracted and working on behalf of DPTrainingUK.
- 2.2. The purpose of this policy is to:
 - 2.2.1. Protect children and young people who use our services and take part in DPTrainingUK's programmes. This includes the children of adults who use our services.
 - 2.2.2. Support the child or vulnerable adult's development in ways that will foster security, confidence and independence.
 - 2.2.3. Provide staff with the overarching principles that guide our approach to safeguarding and child protection.
 - 2.2.4. Raise the awareness of staff of the need to safeguard young people.
 - 2.2.5. Provide a systematic means of monitoring young people known or thought to be at risk of harm.
 - 2.2.6. Emphasise the need for good levels of communication between all members of staff, schools and parents.
 - 2.2.7. Develop a structured procedure within the company, that will be followed by all members of DPTrainingUK staff in cases of suspected abuse.
 - 2.2.8. Be aware of other agencies and contact, especially within the Schools, Police and Social Services.
 - 2.2.9. Ensure that all adults within our company who have access to children and vulnerable adults have been checked as to their suitability through the appropriate DBS process.
 - 2.2.10. Ensure that all staff understand that bullying or abuse of any kind has no place in our programmes or in society.
- 2.3. DPTrainingUK believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to working in a way that protects them.

3. Legal Framework

- 3.1. This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:
 - 3.1.1. Children Act 1989
 - 3.1.2. United Nations Convention of the Rights of the Child 1989 (UK Ratified – 1991)
 - 3.1.3. Data Protection Act 2018/ UK GDPR
 - 3.1.4. Data (Use & Access) Act 2025

- 3.1.5. Online Safety Act 2023
- 3.1.6. Human Rights Act 1998
- 3.1.7. Sexual Offences Act 2003
- 3.1.8. Children Act 2004
- 3.1.9. Safeguarding Vulnerable Groups Act 2006
- 3.1.10. Protection of Freedoms Act 2012
- 3.1.11. Children and Families Act 2014
- 3.1.12. Special Educational Needs and Disability (SEND) Code of Practice: 0 to 25 years: Statutory guidance for organisations which work with and support children and young people who have Special Educational Needs or Disabilities; HM Government 2015
- 3.1.13. Information Sharing: Advice for practitioners providing safeguarding services for children, young people, parents and carers; HM Government 2024
- 3.1.14. Working Together to Safeguard Children: A guide to multi-agency working to help, protect and promote the welfare of children; HM Government 2023

4. DPTTrainingUK Policy Documents

- 4.1. This policy should be read alongside other DPTTrainingUK policy documents:
 - 4.1.1. DPTTrainingUK Policy 1 - Customer Charter
 - 4.1.2. DPTTrainingUK Policy 2 - Staff Charter
 - 4.1.3. DPTTrainingUK Policy 3 - Child Protection, Safeguarding and Anti-Bullying Policy
 - 4.1.4. DPTTrainingUK Policy 4 - Equality, Diversity, Inclusion and Fair Assessment Policy
 - 4.1.5. DPTTrainingUK Policy 5 - Appeals, Complaints, Conflicts of Interest, Malpractice and Misconduct Policy
 - 4.1.6. DPTTrainingUK Policy 6 - Internal Quality Assurance Policy
 - 4.1.7. DPTTrainingUK Policy 7 - Privacy and Data Protection Policy
 - 4.1.8. DPTTrainingUK Policy 8 - Health, Safety, Environment & Communities Policy

5. DPTTrainingUK Commitment to Children & Young People

- 5.1. We recognise that:
 - 5.1.1. The welfare of the child is paramount, as enshrined in the Children Act 1989.
 - 5.1.2. All people, including children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
 - 5.1.3. Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
 - 5.1.4. A child who experiences persistent or intermittent bullying may struggle to maintain a sense of self-worth, and may feel helpless, humiliated, or self-blame.
 - 5.1.5. Bullying should be taken seriously and will be addressed as soon as it is known or signs of it become apparent.
- 5.2. We accept that research shows that the behaviour of a child or vulnerable adult in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
 - 5.2.1. Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

6. Keeping Children & All People Safe

- 6.1. We will seek to keep children and all people safe by:
 - 6.1.1. Adopting child protection and safeguarding practices through procedures and a code of conduct for staff.
 - 6.1.2. Providing effective management for staff through supervision, support, training, and quality.
 - 6.1.3. Recruiting staff safely, ensuring all necessary checks are made, ensuring that all staff working with vulnerable adults or young people under the age of 18 have an Enhanced DBS check.
 - 6.1.4. Creating and maintaining an anti-bullying environment and ensuring that we have procedures that help us deal effectively with any bullying that does arise.
 - 6.1.5. Ensuring that we provide a safe physical environment for children, young people, and staff, by applying health and safety measures in accordance with the law and regulatory guidance.
 - 6.1.6. Recording and storing information professionally and securely in line with current legislation and sharing information about safeguarding and good practice with staff through training.
 - 6.1.7. Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
 - 6.1.8. Using our procedures to manage any allegations against staff appropriately.
 - 6.1.9. Ensuring that all our staff develop their understanding of the signs and indicators of abuse and how to respond to a person who discloses bullying.
 - 6.1.10. Ensuring that all new staff receive a copy of our safeguarding procedures as part of their induction.

- 6.1.11. Have effective complaints and whistleblowing measures in place.
- 6.1.12. Reviewing and updating our procedures annually in line with current legislation and guidance.

7. Supporting Children and Vulnerable Adults

- 7.1. We support all young people by:
 - 7.1.1. Encouraging self-esteem and self-confidence whilst not condoning aggression or bullying.
 - 7.1.2. Promoting a caring, safe and positive environment with respect to others at all times.
 - 7.1.3. Wherever possible, incorporating anti-bullying messages into group-based activities.
 - 7.1.4. Where relevant, liaising and working together with all other support services and those agencies involved in the safeguarding of children and vulnerable adults.
 - 7.1.5. Notifying Children's Social Services as soon as there is a significant concern.

8. Confidentiality

- 8.1. All safeguarding and bullying matters are strictly confidential. However, staff have a professional responsibility to share relevant information with other agencies where necessary to protect children and vulnerable adults, and must never promise to keep secrets on behalf of a child or vulnerable adult.

9. Supporting Staff Mental Health

- 9.1. We recognise that staff working on our programmes with a child or vulnerable adult who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting. We will support such staff by providing an opportunity to talk this through and to seek further support as appropriate.

10. Allegations Against Staff

- 10.1. We understand that a delegate may make an allegation against a member of staff. If such an allegation is made, the member of staff receiving the allegation will immediately inform the DPTTrainingUK Director. The Director, on all such occasions, will seek advice from the Safeguarding Advisory Service.

11. Whistleblowing

- 11.1. We recognise that children and vulnerable adults cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues or other people engaged with our activities.

12. Physical Intervention

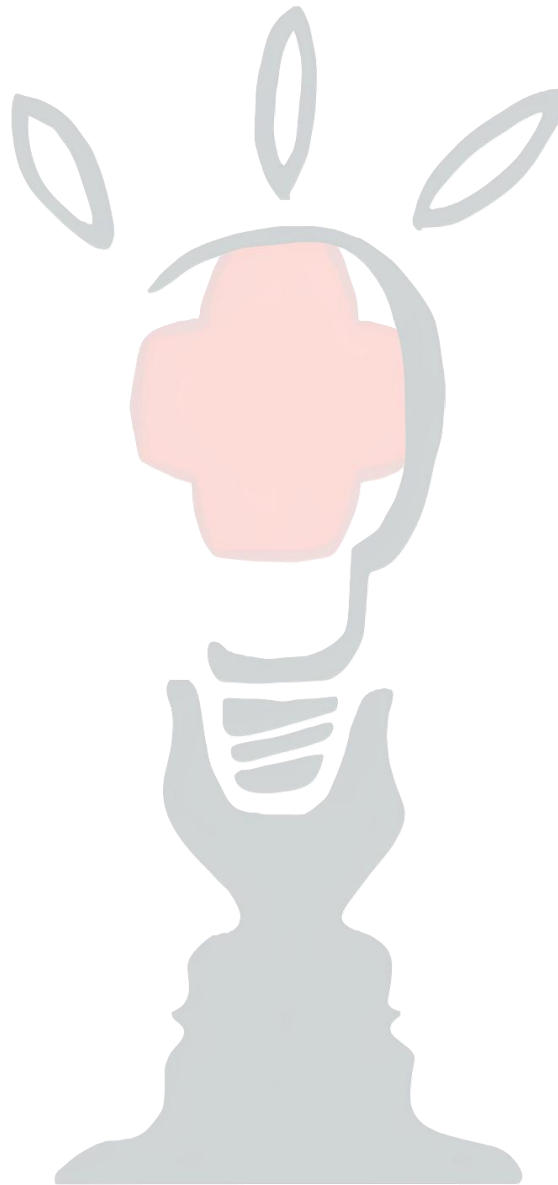
- 12.1. We have adopted a policy on Physical Intervention and understand that staff must only use physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person.
- 12.2. We understand that physical intervention of a nature which causes injury or distress to a child or vulnerable adult may be considered under safeguarding or disciplinary procedures.

13. Prevention

- 13.1. We recognise that we play a significant part in the prevention of harm to young people by providing a good line of communication with trusted adults, supportive friends and an ethos of protection.
- 13.2. We will therefore:
 - 13.2.1. Establish and maintain an ethos where children and vulnerable adults feel secure and are encouraged to talk and are always listened to, whether they are the victim or the perpetrator.
 - 13.2.2. Ensure that all children and vulnerable adults know there is an adult, whom they can approach if they are worried or in difficulty.
 - 13.2.3. Where appropriate, access to helpline numbers will be displayed and encouraged.
 - 13.2.4. Where possible, include in our programmes opportunities to equip children and vulnerable adults with the skills they need to stay safe, and the confidence to know who to turn to for help.

14. Health & Safety

- 14.1. Policies on Health & Safety are set out in DPTTrainingUK Policy 8 - Health, Safety, Environment and Communities Policy. It reflects our commitment to protecting children and vulnerable adults across all our activities. This includes all staff working with children and vulnerable adults. Our staff adhere to high standards and follow National Governing Body guidelines across all our activities.



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