

Omuzyka Ltd.

Safeguarding Policy

Including young people and vulnerable adults.

1. Commitment to Safeguarding

Omuzyka Ltd. is committed to safeguarding the welfare of all children and vulnerable adults. We recognize our responsibility to protect them from harm, abuse, and neglect.

2. Policy Statement

Omuzyka Ltd. prioritizes the safety and well-being of every individual involved in our activities. We are committed to creating a safe and positive environment where everyone feels valued and protected.

To achieve this, we will:

- Provide a Safe and Supportive Environment: Ensure all our activities and venues are safe and secure.
- Promote Positive Relationships: Foster positive relationships between staff, volunteers, and participants.
- Implement Robust Recruitment and Selection: Conduct thorough background checks and reference checks for all staff and volunteers.
- Provide Regular Safeguarding Training: Ensure all staff and volunteers receive regular safeguarding training.
- Establish Clear Reporting Procedures: Have clear procedures for reporting concerns and ensure prompt investigation.
- Work in Partnership with External Agencies: Collaborate with local authorities, child protection services, and other relevant organizations.
- Regularly Review and Update: Continuously review and update our safeguarding policies and procedures to reflect best practice.

3. Roles and Responsibilities

All staff, volunteers, and affiliates of Omuzyka Ltd. share in the responsibility to uphold our safeguarding policy and ensure the safety and well-being of children and vulnerable adults.

This includes:

- Understanding and adhering to the safeguarding policy and procedures.
- Attending all required safeguarding training sessions.
- Remaining vigilant and attentive to signs of harm or abuse.
- Reporting any concerns or incidents in accordance with established procedures.

4. Code of Conduct

Omuzyka Ltd. expects all individuals involved in our activities to behave in a manner that reflects our commitment to safeguarding. This includes:

- Treating all individuals with respect and dignity.
- Maintaining appropriate boundaries with children and vulnerable adults.
- Using language and actions that are inclusive and non-discriminatory.
- Avoiding situations that could lead to allegations of inappropriate behavior.

5. Reporting Concerns

If you have concerns about the safety or welfare of a child or vulnerable adult, it is crucial to report them immediately. Concerns can be reported to the designated safeguarding officer, who will ensure that appropriate actions are taken in line with our policy.

6. Confidentiality

All reports and concerns will be handled with the utmost confidentiality. Information will only be shared with relevant individuals and authorities as necessary to protect the safety and well-being of those involved.

7. Support for Individuals

Omuzyka Ltd. is committed to providing support for individuals who raise concerns or are affected by safeguarding issues. This includes access to counseling services, guidance, and additional resources as needed.

8. Specific Procedures

- **Reporting Procedures:** Clearly outline the steps to be taken when reporting a concern, including who to report to, how to report, and what to expect.
- **Investigation Procedures:** Detail the process for investigating concerns, including timelines, involvement of external agencies, and confidentiality measures.
- **Disciplinary Procedures:** Outline the disciplinary actions that may be taken in cases of serious breaches of the safeguarding policy.

9. Risk Assessment

- **Regular Risk Assessments:** Conduct regular risk assessments to identify potential hazards and implement measures to mitigate them.
- **Specific Risk Assessments:** Consider conducting risk assessments for specific activities, such as tours, workshops, or online interactions.

10. Training and Awareness

- **Mandatory Training:** Ensure that all staff and volunteers receive mandatory safeguarding training.
- **Regular Refresher Training:** Provide regular refresher training to keep staff and volunteers up-to-date on the latest safeguarding practices.
- **Awareness-Raising Campaigns:** Organize awareness-raising campaigns to promote a culture of safeguarding within the organization.

Omuzyka Ltd. is committed to creating a safe and inclusive environment for everyone. By upholding this policy and fostering a culture of open communication, we can ensure that all participants feel valued, respected, and empowered to raise concerns.

If you have any concerns about the safety or well-being of a child or vulnerable adult, or suspect a breach of this policy, please report it immediately to our designated Safeguarding Officer at safeguarding@omuzyka.com. All reports will be handled with sensitivity and confidentiality.