

Veema Education Safeguarding Policy

1. Purpose

Veema Education is committed to providing a safe environment for all its consultants, admin staff, and clients. This safeguarding policy outlines our approach to protecting the welfare of children, young people, and vulnerable adults, ensuring that our consultants and clients uphold the highest safety standards.

This policy applies to all Veema Education consultants, staff, contractors, clients, and any other individuals engaged in activities associated with Veema Education.

2. Our Commitment

We are dedicated to:

- Promoting a culture of safety, support, and openness.
- Ensuring that all activities are conducted in line with best safeguarding and child protection practices.
- Adhering to the same safeguarding principles followed by schools, as outlined in Keeping Children Safe in Education (Department for Education, 2024) and Working Together to Safeguard Children, 2023.

3. Recruitment and Vetting

- Before engagement, all Veema Education consultants undergo a rigorous vetting process, including DBS checks and reference verification. Original certificates are required before an employment contract is signed, and employment offers are conditional upon completing all appropriate checks by Veema.
- DBS checks are sent to schools before any work is undertaken with clients.
- Clients are responsible for ensuring that all participants in their schools who engage with our consultants comply with relevant safeguarding procedures.
- Safeguarding concerns regarding a member of Veema staff must be reported to the Director of Education, Mr. Costa Constantinou.

4. Code of Conduct

All consultants/trainers and clients must:

- Maintain professional boundaries at all times.
- Immediately report any safeguarding concerns or allegations to the Designated Safeguarding Lead/s.
- Consultants/trainers must not give their personal information to clients, including students and parents.
- Educational Consultants/Trainers are responsible for adhering to the school's safeguarding procedures. They must wear a visitor's badge while on school premises, provide ID upon entry, and sign in and out of the school.

5. Safeguarding Training

- All Veema Education employees receive safeguarding training that is appropriate to their role.
- Clients are encouraged to provide relevant safeguarding information and guidelines to consultants working within their schools for a longer period of time.

6. Online Safety

Given that Veema Education also operates virtually:

- All online sessions should be conducted through secure platforms, and login details are provided via client work email.
- Consultants and clients must follow online safety protocols, including avoiding one-on-one online interactions without proper consent and visibility.
- Any inappropriate behaviour observed during online sessions must be reported immediately.

7. Review and Compliance

This policy is reviewed annually or as necessary to comply with safeguarding legislation or practice changes. Veema Education is committed to continuously evaluating its safeguarding approach to ensure the highest protection standards.

Failure to comply with this policy may result in disciplinary action, including termination of the consultant's contract or cessation of client services.

Links with other Policies:

- Health and Safety Policy
- Equal Opportunity Charter
- Safer Recruitment Policy

8. Contact Information

For any questions or concerns related to this policy, please contact:

Safeguarding Lead and Director of Education:

Mr Costas Constantinou

Email: c.constantinou@veema.co.uk

Phone: + 44 3637 4232

Effective Date: 01/09/2024

Review Date: 01/09/2025

Acknowledgement

All consultants and clients must acknowledge their understanding of and agreement to this policy before commencing work or collaboration with Veema Education.