

REACHING ALL PEOPLE TRUST CIC

Company No. 10349786

SAFEGUARDING AND CHILD PROTECTION POLICY

Document owner	Reaching All People Trust CIC
Public-facing delivery platform	RAP Academy®
Designated Safeguarding Lead (DSL)	Dr David Williams
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Review date	September 2027, or earlier where required
Classification	Public

Policy status: This controlled reconstruction preserves RAP Trust's source safeguarding framework and updates the statutory-reference position for an effective date of 1 September 2026. It should be reviewed whenever relevant legislation, statutory guidance, safeguarding practice or organisational learning changes.

1. Safeguarding Statement

Reaching All People Trust CIC recognises its moral, legal and professional responsibility to safeguard and promote the welfare of children, young people and vulnerable adults. Safeguarding sits at the centre of organisational decision-making, programme design and professional practice. RAP Trust is committed to creating safe, inclusive and supportive environments in which individuals are treated with dignity and respect, protected from avoidable harm and able to raise concerns or make disclosures safely.

- The welfare of the child is paramount.
- Safeguarding concerns can arise in any environment - an attitude of professional vigilance is required.

2. Purpose

This policy establishes the organisational framework through which RAP Trust seeks to protect people from harm, identify concerns early, provide clear reporting and referral arrangements, support appropriate responses to disclosures, promote multi-agency safeguarding and maintain practice consistent with relevant law and statutory guidance.

- Protect children, young people and vulnerable adults from harm, abuse and exploitation.
- Support early identification of safeguarding concerns.
- Provide clear reporting and referral procedures.
- Support staff and volunteers responding to disclosures.
- Promote effective multi-agency safeguarding partnership working.

3. Scope

This policy applies across Reaching All People Trust CIC activity and to staff, trustees, volunteers, contractors and partner organisations delivering RAP Trust services. RAP Academy®, RAP Mentors® and associated programme identities operate within the wider Reaching All People Trust CIC organisational framework.

- Straight 2 Da Point (S2DP®) violence-reduction interventions.
- 360Program personal development and employability delivery.
- RAP Mentors® mentoring and peer-leadership programmes.
- RAP Academy® music, communication and life-skills programmes.
- Harvesting Men's Potential parenting and behavioural programmes.
- Temple Fitness wellbeing programmes.
- Custodial and through-the-gate delivery.
- Community outreach, training and consultancy.
- Online and digital engagement.

4. Legal and Statutory Framework

This policy is intended to operate consistently with the safeguarding framework applicable in England. Because RAP Trust works across community, justice, education and partnership settings, the precise legal or statutory duties applicable to a particular activity may depend on the delivery context and commissioning arrangements.

- Children Act 1989 and Children Act 2004.
- Working Together to Safeguard Children 2026.
- Care Act 2014, where adult safeguarding responsibilities are engaged.
- Safeguarding Vulnerable Groups Act 2006, as amended.
- Data Protection Act 2018 and UK GDPR.
- Counter-Terrorism and Security Act 2015 and applicable Prevent duty guidance.
- Keeping Children Safe in Education 2026, from 1 September 2026, where applicable to RAP Trust delivery in or with schools and colleges.
- From 1 September 2026, the amended regulated-activity framework removing the supervision exemption for relevant work or volunteering with children, where applicable.

5. Definitions

Safeguarding includes protecting children and vulnerable adults from maltreatment, preventing harm to physical and mental health, supporting safe and effective care and enabling positive life outcomes. Child protection refers to intervention intended to protect individuals who are suffering, or are at risk of, significant harm.

6. RAP Trust Safeguarding Values

RAP Trust's safeguarding practice is relational and context-aware. Understanding the circumstances surrounding vulnerability does not diminish professional responsibility or the need for proportionate protective action.

- Trauma-informed safeguarding - recognising the potential impact of adverse childhood experiences, exploitation, violence and trauma.
- Culturally competent practice - recognising identity, culture and social context without stereotyping the individual.
- Relational safety - building appropriate, professionally boundaried trust that can support engagement and disclosure.
- Strength-based protection - recognising resilience, capability and protective factors alongside vulnerability and risk.
- Contextual safeguarding - recognising that harm may occur within peer groups, communities, exploitation contexts and online environments.

7. Early Help and Prevention

RAP Trust prioritises early intervention through identifying vulnerability indicators, supporting individuals and families before risk escalates, providing mentoring, behavioural and wellbeing interventions, and collaborating with statutory and voluntary agencies. Early help does not replace statutory safeguarding intervention where the nature or level of risk requires referral or escalation.

8. Multi-Agency Safeguarding

RAP Trust recognises safeguarding as a shared responsibility. Partnership working may involve local authorities, Youth Justice Services, police and safeguarding partnerships, social care, education providers, health and wellbeing services and other relevant agencies. Information sharing must be lawful, proportionate and necessary for legitimate safeguarding purposes. Reference to external agencies describes safeguarding practice and does not imply endorsement of RAP Trust.

9. Roles and Responsibilities

All staff and volunteers are expected to maintain professional vigilance, recognise possible signs of abuse, exploitation or vulnerability, record and report concerns promptly, follow safeguarding procedures, undertake appropriate training and respond appropriately to distress or disclosure.

9.1 Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead is **Dr David Williams**. The DSL holds overall responsibility for safeguarding oversight, including managing safeguarding referrals, liaising with relevant statutory agencies, supporting staff responding to disclosures, maintaining safeguarding records, leading safeguarding awareness and monitoring implementation of this policy.

9.2 Trustees and Senior Leadership

Trustees and senior leadership are responsible for appropriate safeguarding governance, policy compliance, safer recruitment, training and supervision structures, and quality assurance.

10. Safer Recruitment

RAP Trust applies safer-recruitment measures appropriate to role and delivery context. These include identity verification, appropriate DBS and barred-list checks where legally eligible or required, safeguarding training, reference checks and suitability assessment. Contractors and delivery partners are expected to demonstrate appropriate safeguarding standards relevant to their responsibilities.

11. Recognising Abuse, Exploitation and Harm

Safeguarding concerns may take many forms and may occur within families, peer groups, institutional environments, communities, exploitation networks and online environments.

- Physical abuse.
- Emotional abuse.
- Sexual abuse.
- Neglect.
- Child criminal exploitation.
- Child sexual exploitation.
- Domestic abuse.
- Gang exploitation.
- Radicalisation and extremism.
- Online abuse.
- Honour-based abuse.
- Forced marriage.
- Female genital mutilation.
- Mental-health-related safeguarding concerns.

12. Responding to Safeguarding Concerns

Where a safeguarding concern arises, staff must respond according to the nature and level of risk presented.

- Listen and remain calm.
- Reassure appropriately without promising absolute confidentiality.
- Record relevant information accurately.
- Report the concern to the DSL promptly.
- Use emergency or statutory safeguarding routes where an immediate risk requires them.

13. Managing Disclosures

Staff should listen without judgement, avoid leading questions, reassure appropriately, record the person's wording accurately and report the disclosure promptly. Staff must not promise absolute confidentiality where information may need to be shared to protect an individual from harm.

14. Recording Safeguarding Concerns

Safeguarding records should include relevant dates and times, observations and disclosures, behavioural indicators, actions taken and referral decisions. Records must be accurate, secure and confidential, with access limited appropriately.

15. Child-on-Child Abuse

RAP Trust recognises risks including sexual harassment or violence, bullying and cyberbullying, exploitation and coercion, and harmful sexual behaviour. Such incidents must be taken seriously and managed through appropriate safeguarding procedures rather than dismissed as normal peer behaviour.

16. Safeguarding Individuals with Additional Needs

RAP Trust recognises that vulnerability or barriers to disclosure may be heightened for people with special educational needs, communication difficulties, care experience, exploitation vulnerability, mental health difficulties or other additional needs. Communication and delivery should be adapted appropriately to support safe participation and disclosure.

17. Online Safety

RAP Trust's safeguarding framework includes safe digital communication practices, appropriate oversight of online learning environments, education about online risk and suitable media/device safeguarding procedures. Online harms should be considered alongside offline relationships and contextual risk.

18. Allegations Against Staff or Volunteers

Allegations against staff or volunteers must be reported promptly to senior safeguarding leadership. RAP Trust will consider liaison with the relevant Local Authority Designated Officer and referral to police or other safeguarding authorities where required. Any interim employment or deployment action must be proportionate to the circumstances and consistent with applicable safeguarding, employment and legal processes.

19. Confidentiality and Information Sharing

Safeguarding information should be handled securely and shared on an appropriate need-to-know basis. Confidentiality must not prevent necessary and proportionate information sharing where safeguarding risk exists. Information handling must remain consistent with applicable data-protection requirements.

20. Whistleblowing

RAP Trust encourages staff to raise concerns about unsafe practice, professional misconduct or organisational safeguarding failure. Concerns may be raised internally or, where necessary, through appropriate external routes. The standalone Whistleblowing Policy provides the fuller organisational framework.

21. Training and Supervision

Safeguarding competence is supported through induction, regular refresher training, contextual safeguarding awareness, trauma-informed safeguarding training, Prevent awareness and appropriate professional supervision. Training should respond to changes in law, guidance, risk patterns and organisational learning.

22. Monitoring and Quality Assurance

RAP Trust monitors safeguarding through mechanisms including case review, incident reporting, safeguarding audits, staff supervision and multi-agency feedback. Learning should inform practice development, training, risk management and policy review.

23. Safeguarding Culture

RAP Trust seeks to create a safeguarding culture through safe relationship-led engagement, empowering individuals to raise concerns, embedding safeguarding throughout programme delivery and supporting emotional wellbeing. Safeguarding is an organisational culture and professional responsibility, not simply a response after harm has occurred.

24. Policy Review

This policy will be reviewed at least annually and earlier where necessary following legislative or statutory-guidance change, a significant safeguarding incident, identified organisational learning or a material change in RAP Trust's services. The planned annual review date is September 2027.

Document Control

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Related governance: Safer Recruitment; Whistleblowing; GDPR and Data Protection; SEND; Positive Behaviour; Anti-Bullying, Harassment and Harm Reduction; Risk Assessment. These cross-references should be maintained as the standalone policy suite is reconstructed.

Statutory currency note: The policy is drafted for an effective date of 1 September 2026. It should be checked again at commencement and whenever official safeguarding guidance changes.